### **BOARD OF SUPERVISORS**

## Brown County



305 E. WALNUT STREET
P. O. BOX 23600
GREEN BAY, WISCONSIN 54305-3600
PHONE (920) 448-4015 FAX (920) 448-6221

### LAND CONSERVATION SUBCOMMITTEE

Norbert Dantinne, Jr., Chair Dave Kaster, Vice Chair Bernie Erickson, Dave Landwehr, Tom Sieber, Dan De Grave

### LAND CONSERVATION SUBCOMMITTEE

Monday, April 27, 2015 5:30 p.m. (PD&T to Follow) Howard Public Works Department 2198 Glendale Avenue - Howard

### NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON ANY ITEMS LISTED ON THE AGENDA

### \*\*NOTE TIME AND LOCATION\*\*

- I. Call Meeting to Order.
- II. Approve/Modify Agenda.
- III. Approve/Modify Minutes of March 23, 2015.

### **Comments from the Public**

### **Communications Referred from April County Board**

- Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April County Board.
- 1a. Resolution re: Brown County Classification Salary Range; referred from April County Board.
- Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; referred from April County Board.

### Other

- 3. Budget Status Financial Report, March, 2015.
- 4. Departmental Openings Summary, April, 2015.
- Director's Report.
- 6. Such Other Matters as Authorized by Law.
- 7. Adjourn.

Norb Dantinne, Jr., Chair

Notice is hereby given that action by the Committee may be taken on any of the items which are described or listed in this agenda.

Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

### PROCEEDINGS OF THE BROWN COUNTY LAND CONSERVATION SUBCOMMITTEE

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Land Conservation Subcommittee** was held on Monday, March 23, 2015 in Room 161, UW Extension, 1150 Bellevue Street, Green Bay, WI

Present: Chairman Dantinne; Supervisors: Bernie Erickson, Tom Sieber, Dave Kaster,

Dave Landwehr; and Mr. Dan De Grave

Also Present: Jim Jolly (Director – Land Conservation)

Troy Streckenbach (County Executive)

I. Call Meeting to Order

The meeting was called to order by Chairman Dantinne at 6:00 PM

II. Approve/Modify Agenda.

Motion made by Supervisor Sieber, Seconded by Supervisor Kaster to approve. Vote Taken. <u>MOTION</u> <u>CARRIED UNANIMOUSLY.</u>

III. Approve/Modify Minutes of February 23, 2015.

Motion made by Supervisor Landwehr, Seconded by Mr. Dan DeGrave to approve. Vote Taken. <u>MOTION</u> <u>CARRIED UNANIMOUSLY.</u>

### **Comments from the Public**

1. Budget Status Financial Report, December, 2014 (unaudited).

Jim Jolly presented. The department is in the black by \$49,264 for 2014. They have used \$40,000 of that for the purchase of new vehicles that the committee approved a couple of meetings ago. The remainder of the funds are being transferred over to the demo farms project to cover 25% of the cost of the staff person.

Supervisor Kaster asked about public charges and why were they up. Jolly said it was a combination of the tree program, ordinance revenues, and the \$85,000 from the 50 cent fee. Jolly said that the ordinance revenues were up.

Motion made by Supervisor Sieber, Seconded by Supervisor Kaster to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

2. Resolution re: Change in Table of Organization for the Land and Water Conservation Department (Agronomist Technician).

Jolly said this was a grant that was applied for by a non-profit in the valley called the Fox/Wolf Watershed Alliance. Jolly said that the conservation department works with the non-profit quite extensively. Jolly described the TMDL (Total Maximum Daily Load) situation and that Ag organizations have been given a goal for reduction of phosphorous. Jolly continued that Brown County sat on a committee that looked at how to implement Ag industry reductions. They decided to take the highest priority watersheds first, and do a plan on those. This program will cost \$5,300,000 over five years.

Brown County's portion will be for the staff salary and fringe benefits. This is a five year position, and the county will receive a sub-award from Fox/Wolf Watershed Alliance to cover the cost. The money is coming from EPA's Great Lakes Restoration Initiative. Jolly said they have dealt with EPA grants before and it's pretty basic and straightforward. As long as they can negotiate for the 100% staff grant, there is going to be very little cost to Brown County. Jolly feels that it is a good deal for the county.

Supervisor Landwehr asked who is covering transportation. Jolly said that he had budgeted for it. Supervisor Landwehr asked again if the county will be footing the bill for transportation needs. Jolly said yes.

Supervisor Kaster asked about water quality trading. Jolly said it is a way that industries and waste water treatment plants to benefit from the work conservation does with agriculture. When a farm that delivers 500 lbs of phosphorous to the watershed is reduced do to conservations work, that farm can then get credit for 250 lbs. They can take those pounds and sell them to the waste water treatment plant as an offset.

Supervisor Kaster asked about the 50 foot buffers. He wanted clarity as if that was total or on each side of the stream. Jolly said it is per side so it is a 100 ft buffer zone, but only in Outagamie County. In Brown, they will follow their 35 ft rule.

Supervisor Kaster asked about automated monitoring equipment staying out there. Jolly said it stays out there for five years. The equipment is USGS equipment, so it is the top of the class, Cadillac of equipment.

Motion made by Supervisor Erickson, Seconded by Supervisor Sieber to approve. Vote Taken. <u>MOTION</u> <u>CARRIED UNANIMOUSLY.</u>

### 3. Director's Report.

Jolly began by saying he wanted to bring the committee up to speed with regards to the demo farms. He had a pretty successful workshop in the building with an attendance of 65 people, and over half were farmers. Because of the workshop, farmers are planning to do things differently this year for implementation.

Jolly talked about the Fox Trade. He's been working with the group on how the market structure would look. They are looking at a brokered bilateral trade between the farmer and the point source. The broker would setup and manage the contracts. Land Conservation would figure out how many credits could be sold, aggregate and certify them, and then hand them over to the broker to be sold. Everybody would benefit, and it could be a big exchange of money. Jolly believes this could be a future revenue source of the money.

Supervisor Dantinne asked if the farmer gets paid for the credits. Jolly said the farmer would get paid for the credits at a negotiated price. The range is from \$50-\$150 per pound, but really depends what the point sources are willing to pay.

Jolly said that supervisors might be hearing that constituents are receiving postcards from Land Conservation. The department sent out two postcards recently. One was a notice that nutrient testing needs to be completed, and the second was to notify towns, farmers, and contractors that permits are needed from Land Conservation if they are doing expansions or manure storage. In the last couple months, they have had six that failed to get permits and now have to

work with them for after the fact charges. Jolly said they don't like doing that, but they are giving them an opportunity to treat it as a regular permit application.

The last thing Jolly wants to talk about is how they are progressing with the community feasibility study for the digester. He has created a presentation for farmers, and are working with the UW-Extension for outreach. They want to reach out to gage how much interest there is to form a community effort around waste transformation.

Supervisor Dantinne has a comment on the digester. He says the two biggest hurdles are one, the cost, and secondly, Wisconsin Public Service. He says it's a losing battle. Manure is a continuous non-natural resource. He thinks that farmers want to make electricity. Farmers should be able to use their own electricity first. If he is selling energy at 8 cents and then being charged 12 cents on the back end; it doesn't make sense. He should be able to use his own energy first and then sell the excess. Supervisor Dantinne wants to work with Jolly. Jolly said they will have to look at various revenue streams to make this thing work. Energy itself will not do the job. They will have to look nationwide and build an attractive package for the farmer.

Supervisor Dantinne asked about the Oneida Tribe and NEW Waters doing something on their own. Jolly said that the county is involved. It's New Waters way to prove if adaptive management works. They are trying to prove that the can get the in-stream water quality results in a 4 year period of time.

Supervisor Erickson asked about the digester. Talked about a presentation a while back by a guy who designs digesters. He said that pay back is less than production costs. Supervisor Erickson says that if the county decides to jump into something, they better be sure they aren't going to operate at a loss. Jolly said it's the purpose of the feasibility study. One of the big components of the feasibility study is an own and operate design outcome.

Supervisor Erickson also commented on the approval of the agronomist position. He asked Jolly if Land Conservation was in contact with the UW-Extension since they are asking for a 12 week staff person. Jolly said that they were in contact and the UW-Extension position would be helpful to this effort. They will take five test cases. The information will be extremely valuable for the consultants.

County Executive Troy Strekenbach said that in April they will be going to Dane County to see their digester and CNG landfill. They are in the process of converting their fleet into CNG vehicles. There is quite a lot of work being done at feco. The county is trying to learn more for long term sustainability.

Supervisor Kaster asked about a place by Denmark. They seem to take everything and they must be making money. Jolly said he doesn't know a lot of about that specific business, but they have had issues with nutrient management in that area.

Mr. DeGrave asked if there is different set of rules for farmer waste verses industrial waste. Jolly said yes, that industrial was monitored, permitted, and licensed by the DNR.

Motion made by Supervisor Sieber, Seconded by Supervisor Landwehr to Receive and Place on File. Vote Taken. <u>MOTION CARRIED UNANIMOUSLY.</u>

### 4. Such Other Matters as Authorized by Law.

Supervisor Sieber said that with Mr. DeGrave present, they should discuss a change in date for the May meeting.

### 5. Adjourn.

Motion made by Supervisor Landwehr, Seconded by Supervisor Sieber to adjourn at 6:20 PM. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Respectfully submitted,

Brian B. Lueth Recording Secretary



# BROWN COUNTY BOARD OF SUPERVISORS COURT HOUSE GREEN BAY, WISCONSIN

	BROWN COUNTY E	BOARD OF SUPERVISORS	
Meeting Date:	4/15/15	55	ā.
Agenda No. :			
As part of the ( I make the foll	Class & Compreterval Compression of the Compression	estaco en la consta	discussion
on the	shilosophy of how -	this compensation	ar would be implanented,
- Wh	1 2	Odress those sala	crès below the 1st with
- Wh	of will we Do to	4 4 4	above Stequistile?
	at is our end goal of whet? 2% below or		for example 100% of
<u> </u>	what level will we	- brig new englo	Robins
	w will employees ove within a salary ange?	District No.:	19

(Please deliver to the County Clerk after the motion is made for recording into  $\ / \$  the minutes.)

## TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

## RESOLUTION REGARDING BROWN COUNTY CLASSIFICATION SALARY RANGE

WHEREAS, Sections 4.45 through 4.48 of the Brown County Code provide for a classification and compensation plan for Brown County employees; and

WHEREAS, the current classification and compensation plan was implemented in 2001. In 2002, the step increases in the plan were frozen; and

WHEREAS, since the implementation of the plan, there have been differences in annual adjustments between represented positions and non-represented positions, creating compensation inequities and compression issues; and

WHEREAS, Human Resources completed a comparison of all county positions with market and/or other comparable county positions ensuring internal and external equity; and

WHEREAS, Human Resources has reviewed the job duties of all positions and placed them into specific classification specifications; and

WHEREAS, as an initial step to pay market rate, Human Resources recommends adopting the attached Brown County Classification Salary Range.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors that the attached Brown County Classification Salary Range be approved effective May 1, 2015.

BE IT FURTHER RESOLVED that the current department budget will not be affected by the adoption of this resolution.

### Respectfully submitted,

### **EXECUTIVE COMMITTEE**

FISCAL NOTE: This resolution does not require an appropriation from the General Fund. This resolution changes the County's wage compensation plan from steps to a salary range.

BOARD OF SUPERVISORS ROLL CALL #\_\_\_\_

Motion made by Supervisor \_\_\_\_\_

Approved By:	
TROY STRECKENBACH COUNTY EXECUTIVE	
Date Signed:	
Submitted by Human Resources Approved as to form by Corporation Counsel	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
STEFFEN	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled

### **HUMAN RESOURCES DEPARTMENT**

## Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



WARREN P. KRAFT

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: <u>www.co.brown.wi.us</u>

DIRECTOR

### RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

☑ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

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## BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

		KODUCI	Annual	, N. 1900	BISN.	Hourly	. Villa
ay Grac	Job Title  BENCHMARK POSITIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximun
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery	\$77,949	\$97,436	\$116,923	\$37,48	\$46,84	\$56.21
4	Director of Public Works  Advanced Practice Nurse Prescriber	#70.400	<b>***</b>				
	Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43,57	\$52.28
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
	Finance Manager Planning Director Psychologist						
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
	Financial Supervisor  Network Architect  Nursing Supervisor  Public Health Supervisor  Senior Civil Engineer						
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
	County Conservationist  Emergency Management Coordinator  Environmental Health & Lab Supervisor  Fleet Superintendent  Golf Course Superintendent  Human Services Manager						
	Museum Director Operations Manager						
	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37
	Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse						
F F	Register in Probate Registered Nurse Risk Specialist Senior Financial Analyst						
5	Senior Planner Veteran's Services Officer						

## BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

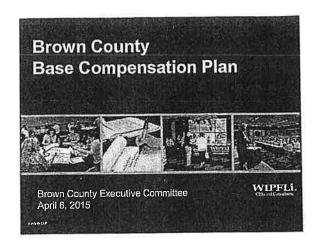
Pay Grad	de Job Title	Minimum -	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum
	BENCHMARK POSITIONS						AIGAIIII
		i i					
10	Benefits & Payroll Coordinator	f:40,000	#E0 007	¢70.050			
	Business Development Analyst	\$46,902	\$58,627	\$70,353	\$22.55	\$28.19	\$33,82
	Community Flealth Educator	N.			7		
	Electrician (Master)				8		
	Financial Analyst	N.					
	Internal Auditor  Operations and Maintenance Supervisor	1			V.		
	Purchasing Specialist				No.		
11	Building Services Supervisor	\$43,619	\$E4.500	\$65,428	COO 07		
	Child Support Supervisor	\$43,019	\$54,523	φ <del>000,420</del>	\$20.97	\$26.21	\$31,46
	Clinical Lab Services Supervisor	1					
	Corrections Corporal	1			N .		
	Economic Support Supervisor Health Information Services Coordinator				<u> </u>		
	Senior Human Resource Generalist	i i					
	Nutritional Services Coordinator						
	Operations Supervisor	1			M		
	Planner	E .			10		
	Property Lister	1			No.		
	Shelter Care Supervisor				N		
					į.		
12	Chief Deputy Clerk	\$40,565	\$50,707	\$60,848	\$19,50	\$24.38	\$29.25
	Conservation Specialist Education Specialist						
	Electrician (Journey)				l.		
	Engineering Technician	7			li .		
	GIS Specialist				Į.		
	Land Use Specialist	i i			H		
	Maintenance Service Mechanic II Medical Technologist				8		
	Museum Specialist				B.		
	Programmer				N.		
	Radio Communications Specialist				R.		
	Recreation Therapist	•			ll.		
	Resource Recovery Specialist	8			L.		
	Substance Abuse Counselor				1		
	Systems Specialist	1		- 1			
	Victim/Witness Coordinator				P.		
					1		
13	Airport Operations Officer	\$37,726	\$47,157	\$56,589	\$18,14	\$22.67	\$27.21
	Correctional Officer Court Reporter						
	Data Telecommunications Specialist						
	GIS & Database Analyst				1		I
	Human Resources Generalist				1		
	Law Clerk Maintenance Service Mechanic I	H			1		
	Mechanic				3		
	Media Technician	·					
	Network Support Specialist				i i		
	Paralegal				4		
	Park Services Specialist Property Listing Specialist				V.		
	Property Listing Specialist Telecommunications Operator II	2			8		
	Zookeeper			j	8		
				İ	<u>I</u>		
14	Administrative Assistant II	\$35,085	¢/3 056	@E/) e/10	640.07	PO11 22	205
	Certified Occupational Therapist Assistant	\$30,000	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
	Department Assistant			1	i i		
	Emergency Management Specialist				9		
	Food Service Supervisor Gues' Services Coordinator	No.					
	Heavy Equipment Operator						
	Lab Technician				·		
	Legal Assistant				9		
					•		

### BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

		TO DOO	Annual	100		Hourly	
ay Gra	Job Title BENCHMARK POSITIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximun
	Licensed Practical Nurse			1			
	Network Support Clerk				l I		
	Payroll Specialist				N .		
	Registered Heath Information Tech (RHIT)				N .		
	Telecommunications Operator I						
15	Child Support Specialist				ľ		
	Operations Assistant	\$32,629	\$40,786	\$48,944	\$15,69	\$19.61	\$23.53
	Victim/Witness Program Assistant				i i		
	- Salar Missos Frogram Assistant						
16	Account Clerk	\$30,345	\$37,931	\$45,518	\$14.59	£40.04	
	Deputy Medical Examiner	\$30,343	φυτ,θυτ	\$45,516	\$14.59	\$18.24	\$21.88
	Economic Support Specialist				1		
	Fraud Investigator Aide				0		
	Maintenance Services Associate						
17	Administrative Assistant I	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
	Human Services Support Specialist		400,270	ψ (2,00 )	Ψ10.07	φ10,30	\$20.35
	Youth Care Worker				ł		
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Certified Nursing Assistant						
	Cook	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
20	Administrative						
20	Administrative Clerk Assistant Zookeeper	\$22,700	\$28,375	\$34,050	\$10_91	\$13.64	\$16,37
	Building Services Associate	-					
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
					Ų.		1 000
22	Bailiff	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
	Food Service Associate	1	¥1,1	7=2,0	Ψυ. 14	Ψ11.00	Ф14.10
23	Husbandry Assistant	040.050	400.005	<b>A</b> 07.00			
-	. Associaty resistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	£40.00
	D. Atlanta	4.0,001	V	Ψ=0, π.1	φυ. το	\$10.20	\$12.25
	Minimum and maximum values are coloulated 17, 2007, according						

Minimum and maximum values are calculated +/- 20% around midpoint Progression between midpoints 7%.





### **Project Overview**

- Objectives of a Compensation Plan
- Plan Design Process (Completed)
  - Internal Equity Analysis
    - Point Factor Evaluation Method
  - External Market Analysis
    - 67 Benchmark PositionsExternal Market Data
  - Salary Structure Development
    - Benchmark Positions
    - · Slotted Jobs
  - Comparative Ratio Analysis
- Steps After Salary Structure is Approved

WIPFIA.

### Objectives of a Base Compensation Plan

- Pay salaries equitable for work being performed
- · Ensure equitable pay across departmental lines
- · Attract and retain qualified employees
- · Minimize inconsistent administration of pay
- Ensure wages are comparable within the market you compete with for employees

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Process	
Created a County Project Team (Brown County) Created Classification Specifications (Project Team) Performed an internal equity analysis (Project Team) Conducted an external market analysis (Wipfli) Designed a salary structure (Wipfli) Conducted a comparative ratio analysis (Wipfli)	
WIPPIL SMITH A	
Created Classification Specifications (Class Specs)  Position Description Questionnaires submitted by departments specifying actual duties Like positions lumped into same Class Spec A point factor evaluation system was applied to each Class Spec which determined internal equity points Factors used: Skills – education and experience Responsibilities – scope/levet, leadership/administrative, public/customer relations, budget impact, and complexity/impact Effort – physical exertion/environmental hazards	
Internal Equity Analysis	
<ul> <li>Conducted an internal equity analysis to determine the relative value of each position to other positions within the County on the basis of</li> </ul>	
compensable factors.  The internal equity analysis was conducted by the County Project Team for all positions, then	
reviewed by Wipfli.	
<ul> <li>The result of the analysis was a ranking of the Class Specs starting from the position with the top number of points to the position with the bottom number of points.</li> </ul>	

### **External Market Analysis**

- An external market analysis determined the market value of each Class Spec by comparing it to published compensation survey data and wage data for comparable counties. (Outagamie, Winnebago and Racine)
- For each benchmark Class Spec, a midpoint was calculated using this survey and other county wage data.
- Used the functions of the Class Spec to match the survey data, not job title.

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### **Designing the Salary Structure**

- The salary structure design was created utilizing the Internal Equity Analysis and External Market Analysis.
- Typically, the External Market Analysis will be the primary consideration for the development and placement of positions within the salary structure.
- The benchmark positions were sorted and grouped by external market value with like midpoints grouped together.

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### **Brown County Salary Structure**

- The salary structure begins with the top paid position. Subsequent ranges are then developed on the basis of the remaining pay groups.
- Brown County has a 7% progression between midpoints of each pay grade.
- Each pay grade is 20% +/- the midpoint.
- All Class Specs were incorporated into the salary structure.
  - Benchmark positions (67 Class Specs 969 employees)
  - Slotted positions (77 Class Specs 309 employees)

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### **Brown County Salary Structure**

- Preliminary salary structure reviewed to determine if the pay groups made sense within the County.
- Considered the Internal Equity Analysis and made any necessary adjustments on the basis of the relative value of the positions within the County.
  - Internal equity is considered if the value of the position internally differs from the external market or if external market data is unavailable.

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### **Comparative Ratio Analysis**

This analysis allows the County to determine where current rates of employee pay fall in relationship to the newly established salary structure midpoints.

- Brown County's average compa-ratio is 102%.
   This is the average compa-ratio of all Brown County employees.
- Pay grades 1-11 had a compa-ratio of 98%
- Pay grades 12-23 had a compa-ratio of 103%

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### BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

			Annual			Hourly	-
Pay Grade	Job Title BENCHMARK POSITIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	DENORMARK POSITIONS				Ä		
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration	\$83,816	\$104,770	\$125,724	\$40,30	\$50.37	\$60,44
	Director of Human Services	l l			<u>l</u>		
3	Airport Director	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
	Chief Information Officer Director of Port and Resource Recovery	,					
	Director of Public Works				g.		
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52,28
	Human Resources Manager	H			H		
	Human Services Administrator				N.		
-					N .		
5	Court Commissioner Deputy Assistant Corporation Counsel	\$67,418	\$84,272	\$101,127	\$32,41	\$40.52	\$48.62
	Director of Nursing (Hospital)	l l			·		
	Director of Public Safety Communications Engineering Services Manager				į.		
	Finance Manager Planning Director				·		
	Psychologist						0
	Director of Public Health	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
	Director, Child Support Program Highway Operations Manager						
7	Assistant Corporation Counsel	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42,05
	Change Management Facilitator Chief Medical Examiner				1	<b>4</b> -575 .	<b>V.12,00</b>
	Financial Supervisor				į,		
	Network Architect Nursing Supervisor				ž		
	Principle Planner						
	Public Health Supervisor Senior Civil Engineer	l l					
	g				1		
	Applications Supervisor	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
	Assistant Director of Public Safety Communications Building Services Superintendent	40.,,===	4	40.10.12	Ψ.Ε.Θ.Θ.	Ψ02.00	ψοσ, μ
	Clinical Therapist				1		
	County Conservationist  Emergency Management Coordinator						
	Environmental Health & Lab Supervisor				·		
	Fleet Superintendent Golf Course Superintendent				Į.		
	Human Services Manager Museum Director				Ï		
	Operations Manager						
					)		Į.
	Animals Curator	\$50,432	\$63,040	\$75,648	\$24.25	\$30,31	\$36.37
1	Civil Engineer  Economic Services Support Coordinator						1
į.	Environmental Health Sanitarian Highway Operations Superintendent						
F	Human Services Supervisor	8					1
	Project Manager Public Health Nurse						
F	Register in Probate				į.		ı
	Registered Nurse Risk Specialist				l l		- 1
9	Senior Financial Analyst				<u>k</u>		
	Senior Planner /eteran's Services Officer						
					į.		

### BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

ay Grade	Job Title	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
10	Benefits & Payroll Goordinator	\$46,902	\$58,627	\$70, <mark>35</mark> 3	\$22.55	\$28.19	\$33.82
	Business Development Analyst						1
	t-lectrician (Master)						1
	Financial Analyst Operations and Maintenance Supervisor						
	Purchasing Specialist	H.					
11	Building Services Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
11	Child Support Supervisor	φ+0,013	ψο 1,025	****	4=-4,5	V	11.78.71
	Clinical Lab Services Supervisor Corrections Corporal						
	Economic Support Supervisor						
	Health Information Services Coordinator Nativitional Services Coordinator				l)		- 1
	Operations Supervisor						- 1
	Planner Senior Human Resource Generalist	·			Į.		
	Shelter Care Supervisor						
					N.		- 1
12	Chief Deputy Clerk	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29.25
	Conservation Specialist  Education Specialist				i e		
	Electrician (Journey)				l <mark>l</mark>		
	Engineering Technician Maintenance Service Mechanic II				l l		
	Medical Technologist				l <mark>l</mark>		
	Museum Specialist	l l			l <mark>.</mark>		1
	Programmer Radio Communications Specialist	P.					
	Recreation Therapist	1			l l		
	Resource Recovery Specialist						
	Substance Abuse Counselor						
	Systems Specialist						
	Telecommunications Operator III Victim/Witness Coordinator	1					
	VICTITI/ VVIITESS COOPUITATO	M.			į.		
13	Airport Operations Officer	\$37,726	\$47,157	\$56,589	\$18,14	\$22.67	\$27:21
10	Correctional Officer	φον,ν2ο	Ψ // , (Ο)	400,000		4	<b>42</b> .,,2.
	Court Reporter Data Telecommunications Specialist				i i		
	GIS & Database Analyst	14			l l		
	Human Resources Generalist						
	Law Clerk Maintenance Service Mechanic I						
	Mor hande	1			i I		
	Media Techniciae  Network Support Specialist	1			ľ		
	Paralogal						
	Park Services Specialist	I					
	Property Listing Specialist Felocommunications Operator it						
	Zookeeper	l l					
		1			ll'		
14	Arimmistrative Assistant II	\$35,085	\$43,856	\$52,628	\$16,87	\$21.08	\$25,30
	Certified Occupational Therapist Assistant	1					
	Department Assistant Emergency Management Specialist	l.					
	Food Service Supervisor Guest Services Coordinator	· ·					
	Heavy Equipment Operator						
	Lab Technician	I					
	Vicenseu Practical Nuise	1					
	Network Support Clerk						
	Payroll Specialist Registered Heath Information Tech (RHIT)						
	Volecommunications Operator (NTTT)						
15	Unild Support Specialist	\$32,629	\$40,786	\$48,944	\$15,69	\$19,61	\$23.53
							711.0

Hourly

Annual

## BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

			Annual			Hourly	-
Pay Grad		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
	Orașeliare A. e. la l						
	Operations Assistant Victim/Witness Program Assistant	•					
	Victini/Witness Flogram Assistant				T.		
				1	1		
16	Account Clerk	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
	Deputy Medical Examiner						
	Economic Support Specialist			1			
	Fraud Investigator Aide				•		
	Maintenance Services Associate				l e		
17	Administrative Assistant	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	#00 ac
• • •	Human Services Support Specialist	\$20,221	φ35,276	φ42,331	\$13.57	\$10.90	\$20.35
	Youth Care Worker						1
					l l		1
	_						
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
		9					
19	Administrative Clerk	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17,60
	Certified Nursing Assistant	Ψ24,400	Ψ30,310	ψου,υτ2	Ψ11.73	φ14.07	φ17.00
	Cook	N .					
20	Accident 7 of						
20	Assistant Zookeeper Building Services Associate	\$22,700	\$28,375	\$34,050	\$10,91	\$13.64	\$16.37
	building Services Associate	N .			i i		
21	OPEN	\$21,111	\$26,388	\$31,666	\$10,15	\$12.69	\$15.22
		4	4-0,000	40.,000	Ψ.σσ	Ψ12.00	Ψ10.22
					1		
22	Bailiff	\$19,633	\$24,541	\$29,449	\$9.44	\$11,80	\$14.16
	Food Service Associate				l.		
					Į.		
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
	,	Ψ10,200	Ψ22,020	Ψ27,000	ψ0.70	Ψ10,37	φ13.17
		1			ľ		
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8,16	\$10.20	\$12.25
		4					

Minimum and maximum values are calculated +/- 20% around midpoint Progression between midpoints  $\ 7\%$  .

ng	Job Title BENCHMARK ROSITIONS	Dept	Min	Mid Point	Max	Compa Ratio	Comment	Impact of Financial	
1	OPEN COSTITIONS		\$46.04		\$64.99	Kene	Comment	Adjustment	Ç
			\$40.04	\$34.10	\$04.99				
2	Corporation Connect	Corporation Counsel	C40.00						+
-	Director of Administration Director of Human Services	Administration	\$40.30	\$50.37 \$50.37	\$60.44	102% 95%			
	And to the requiremental sportscore	Human Services	\$40.30	\$50.37	\$60.44	102%			1
									╁
	Auron Director	Airport	\$27.40	640.04	e=0.04				+
	Chief Information Officer Director of Port and Resource Recovery	Technology Services	\$37.48	\$46.84 \$46.84	\$56.21	86% 102%			I
	Director of Public Works	Port & Resource Recovery Public Works	\$37.48	\$46.84	\$56.21	94%			+
-		Public Works	\$37.48	\$46.84	\$56.21	104%			1
	Advanced Practice Nurse Prescriber								Ŧ
	Advanced Practice Nurse Prescribes	Human Services Human Services	\$34.85	\$43.57	\$52.28	108%			╁
-	Director of NEW Zoo and Parks Human Responses Manage:	NEW Zoo & Parks	\$34.85	\$43.57 \$43.57	\$52.28	000/			1
	Human Services Administrator	Human Resources	\$34.85	\$43.57	\$52.28	90%			F
7	The strainstrains	Human Services	\$34.85	\$43.57	\$52.28	94%			╁
+	THE POLICE								+
	онит Сатины яктиег Зони Солину экции	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			
	Sourt Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			-
1	mat Commissioner	Circuit Courts Circuit Courts	\$32.41	\$40.52	\$48.62	92%			+
1	Deputy Assistant Corporation Counsel	Corporation Counsel	\$32.41	\$40.52	\$48.62	88%			1
T	Director of Public Safety Communication	Human Services	#10 CF	\$40.52 \$40.52	\$48.62	83%			
15	Humaenna Services Mannes	Public Safety Communications	\$32.41	\$40.52	\$48.62	105%			1
-1"	Three Markager	Public Works Administration	\$32.41	\$40.52	\$48.62	92%			-
15	lanning Director sychologist	Planning	\$32.41 \$32.41	\$40.52 \$40.52		100%			
Ė	o you to logist	Human Services	\$32.41			103%			L
									-
i i	Rector of Papille Beauty	Health	\$30.14	\$37.68	£45.00	40004			-
Н	ighway Operations Manager	Child Support	\$30.14	\$37.68	\$45.22	103% 86%			
	5 - 7 Sperations Manager	Public Works	\$30.14	\$37.68	\$45.22	99%			
-									-
4	Sistant Corporation Course:	Corporation Counsel	\$28.03	\$35.04	\$42.0E	1000/			7
PR.	distant Comoration Convent	Corporation Counsel	\$28.03	\$35.04	\$42.05	102% 102%			
14.5	Sistant Corporation Courseol	Corporation Counsel	\$28.03	\$35.04	\$42.05	90%			_
A.5	Sistant Corporation County)	Corporation Counsel Corporation Counsel	\$28.03	\$35.04	\$42.05	89%			_
Ĝ	sestant Corporation Colorsol unge Management Fucilitate	Corporation Counsel	\$28.03	\$35.04 \$35.04	\$42.05	88%			
Ch	nef Medical Examiner	Human Resources	\$28.03	\$35.04	\$42.05	0076			_
- 11	rangal Supervisor	Medical Examiner Administration	\$28.03	\$35.04	\$42.05	95%			
	twork Architect	Technology Services	\$28.03	\$35.04	\$42.05	105%			
No	rung Superaka: rung Superaka:	Human Services	\$28.03	\$35.04 \$35.04	\$42.05	97%			
Cit	the Hesith Supercore	Human Services	\$28.03	\$35.04	\$42.05	101%			
20	blic Health Supervision	Health Health	\$28.03	\$35.04	542.05				
Pri	ncipal Planner ncipal Planner	Planning	\$28.03	\$35.04 \$35.04	42.05	90%			
	101 Civil Engravia	Planning	\$28.03	\$35.04	842.05	101% 87%			
	nor Civil Engineer	Public Works	\$28.03	\$35.04	42.05	95%			_
		Public Works	\$28.03	\$35.04	42.05	87%			-
nr	olications Supervisor		-						
SS	istant Director of Public Safety Communications	Technology Services	\$26.07	\$32.59	39 11	10%			
UII	uling Services Superintendent	Public Safety Communications	\$26.07	\$32.59		07%			_
lin	n at Therapist	Public Works Human Services	\$26.07	\$32.59	39.11 1	07%			
	Kali Theraped Kali Theraped	Human Services	\$26.07	532.59 5	39.11	86%			-
Ŀ,	al Theranga	Human Services	\$26.07 \$26.07	632.59 \$	39.11	36% 39%			
Hi	Cat Thoranes	Human Services	\$26.07	32.59	39.11	35%			
m	cat Threapia	Human Services Human Services	\$26.07	32.59 \$	39.11	35%			
ite		Human Services	\$26.07 S	32.59 \$	39.11	92%			
N.	-d Thursper	Human Services	\$26.07   3	32.59 \$	39.11 1	00%			
HT II	at Therapasi	Human Services	\$26.07   5	32.59 \$	39.11 1	01%			
Thr		Human Services Human Services	\$26.07   \$	32.59 \$	39.11 1	01%			_
in-	Thorner	luman Services	\$26.07 \$	32.59 \$	39.11 1				
im	to I poranies	luman Services	\$26.07 \$	32.59	39 11 1	01%			
1111	at Therapist	luman Services	\$26.07   \$	32.59 \$	39.11	0.170			- 3
	at Therapist	iuman Services	\$26.07   \$	32.59 \$	39.11 8	5%			-
		MITIALI SELVICES	\$26.07 \$	32.59 \$	39,11 10	11%			_
riii	al Therapist ty Conservationist		\$26.07 \$	20.55					3

			Mid		Compa		Impact of Financial	
Job Title	Dept	Min	Point	Max	Ratio*	Comment	Adjustment	Quinti
AARIC PUSITIONS	C-V-Virginia		000.50	600.44	89%			2
ncy Management Coordinator	Public Safety Communications		\$32.59	\$39.11	-			3
nental Health & Lab Supervisor	Health	\$26.07	\$32.59 \$32.59	\$39.11	30.70			
perintendent	Public Works	\$26.07	\$32.59	\$39.11	99%			3
irse Superintendent	Golf Course Human Services	\$26.07	\$32.59	\$39.11				4
ermer Manager erwei Manager	Human Services	\$26.07	\$32.59	\$39.11	104%			3
errore through	Human Services	\$26.07	\$32.59	\$39.11				4
Director	Museum	\$26.07	\$32.59	\$39.11	105%			4
ns Manager	NEW Zoo & Parks	\$26.07	\$32.59	\$39.11	105%			3
ns Manager	Port & Resource Recovery	\$26.07	\$32.59	\$39.11	99%			3
ns Manager	Airport	\$26.07	\$32.59	\$39.11	10476			-
		-	-					
	NEW Zoo & Parks	\$24.25	\$30.31	\$36.37	84%			1
Curator	Public Works	\$24.25				below minimum	\$676	0
ineer	Land and Water Con	\$24.25		\$36.37	81%			1
pineer pineer	Land and Water Con	\$24.25	\$30.31					1
integral and the second product	Human Services	\$24.25	\$30.31	\$36.37				3
ne of all the able to each about	Health		\$30.31					3
norther result and more	Health		\$30.31					3
sumple though and about	Health		\$30.31					3
montaction(ff milestre	Health	\$24.25	\$30.31	\$36.37				3
many deposits and arms and	Health	\$24.25	\$30.31	\$36.37	98%			3
Constitute Superintendent	Health Public Works	\$24.25	\$30.31	\$36.37	107%			4
Operations Superintendent Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%		-	4
Operations Superintendent	Public Works	\$24.25	\$30.3	\$36.37	107%			4
- Control of the state of the s	Human Services	\$24.25	\$30.3	\$36.37	7 1109	0	-	4
THE PERSON OF TH	Human Services	\$24.25	\$30.3	\$36.3 \$36.3	7 109%	4		4
AND AND DESCRIPTION	Human Services	\$24.25	\$30.3	\$36.3	7 1109			4
William or Trigger William	Human Services	\$24.25	\$ \$30.3	1 \$36.3	7 1009			3
HIPPORT AND	Human Services Human Services	\$24.25	\$30.3	1 \$36.3	7 1009			3
Was to Maryle .	Human Services	\$24.25	5 \$30.3	1 \$36.3	7 1019			3
H. L. C. THERESEE	Human Services	\$24.25	5   \$30.3	1   \$36.3	7   1019			3
Harana applicated	Human Services	\$24.25	5   \$30.3	1   \$36.3	7   1049	/6		3
ARTON AND TAILBURNERS	Human Services	\$24.2	5 \$30.3	1 \$36.3	7			-
Manager	Technology Services	\$24.2	5 \$30.3	1 \$36.3	7   126	% at or above maximum		6
Manager	Technology Services	\$24.2	5 \$30.3	1 \$36.3	7 105	/6		- 3
Manager	Technology Services	\$24.2	5 \$30.3 5 \$30.3	1 \$36.3 1 \$36.3		2/a		3
Manager	Administration	\$24.2	5 \$30.3	1 \$36.3				3
IGAMUTTHES.	Health Health	\$24.2	5 \$30.3	1 \$36.3	7 101			3
result for t	Health	\$24.2	5 \$30.3	1 \$36.3		%		3
teoriti Farir II	Health	\$24.2	5 \$30.3	1 \$36.3	7 101			3
E-CREET TORK	Health	\$24.2	5 \$30.3	1 \$36.3	7 101			3
	Health	\$24.2	5 \$30.3	1 \$36.3	7 100			3
DOMESTINE CO.	Health	\$24.2	5 \$30.3	1 \$36.3	37 100			3
ROTHER THREE	Health	\$24.2	5 \$30.3	\$36.3 \$1 \$36.3	37 100 37 <b>100</b>			3
HELDROCHULE II	Health	\$24.2	5 \$30.3	\$1 \$36.3	37 100			3
boarts Psociae	Health	\$24.2	5 \$30.3	31 \$36.3	37 100			
andrittions	Health Health	\$24.2	5 \$30	31 \$36.	37 99			
0.500 FR00 C 6500 FR00 C	Health	\$24.2	5 \$30.3	31 \$36.3	37 100			
r in Probate	Circuit Courts	\$24.2	5 \$30.3	31 \$36.	37   107			
(rily file)	Human Services	\$24.2	5 \$30.	31 \$36.	37 91			
self-three	Human Services	\$24.2	25 \$30.3	31 \$36.	37 99			
	Human Services	\$24.2	5 \$30.	31 \$36.	37 96			-
reat Manager	Human Services	\$24.2	25   \$30.	31 \$36.	37 96 37 91			-
HOUSE PRODUCE	Human Services	\$24.2	25 \$30.	31 \$36. 31 <b>\$3</b> 6.	37 91 37 85			-
wat blocks	Human Services	\$24.2	5 530	31 \$36.				
	Human Services	\$24.	25 \$30	31 \$36.	37 96			-
	Human Services Human Services	\$24.3	25 \$30.	31 \$36.	37 84			
GARANA GARANA	Human Services	\$24.3	25 \$30.	31 \$36.	37 85			
	Human Services	\$24.	25 \$30.	31 \$36.	37 85			
	Human Services	\$24.	25 \$30.	31 \$36.	37 91			
	Human Services	\$24.	25 \$30.	31 \$36.	37 91			
of the -	Human Services			31 \$36.				_
	Human Services	\$24.	25 \$30.	31 \$36.		5%		
	Human Services	\$24.	25   \$30.	31 \$36.	37 9	%		
seriffica	Human Services	\$24.	25 \$30.	31 \$36	37 0	101	-	
	Human Services	\$24.	25 \$30	31 \$36	37 9	1%		-
muchany	Human Services	\$24,	25 \$30	31 \$36	37			-
0.81,0000 00	Human Services	\$24.	25 \$30	31 \$36	37 0	19/		_
and times	Human Services	\$24.	25   \$30	31 930	37	179	<del></del>	_
		\$24.	25 \$30	31 030	37		+	_
		\$24.	25 \$30	21 \$30	37			
			zの 1 あるり	OC \$ 10.	.01			
0.81.5 0.83.1 0.83.1	Hillion Trition Later	Human Services Human Services Human Services Human Services Human Services	Human Services	Human Services   \$24.25   \$30.	Human Services \$24.25 \$30.31 \$36	Human Services \$24.25 \$30.31 \$36.37   Human Services \$24.25 \$30.31 \$36.37	Human Services \$24.25 \$30.31 \$36.37   Human Services \$24.25 \$30.31 \$36.37	Human Services \$24.25 \$30.31 \$36.37   Human Services \$24.25 \$30.31 \$36.37

Fobluary 2016

Pay Job ange Title			Mid			The second of the second	Impact of	
BENCHMARK POSITIONS	Dept	Min			Comp Ratio		Financial	
Registered Militar					IX.	Comment	Adjustment	Q
Registered Marse	Human Services	\$24.25						+
Registered Norse	Human Services	\$24.25			7 96%			+-
Registered Nijes	Human Services Human Services	\$24.25						-
Registered Narsa	Human Services	\$24.25						+
Registered Norse	Human Services		\$30.31					-
Registered blance	Human Services	\$24.25	\$30.31	\$36.3				1
Registered Nurse	Human Services	\$24.25	\$30.31	\$36.3				1
Registered Marke	Human Services	\$24.25	\$30.31	\$36.3	7 1139			
Registrated Variety Registrated Status	Human Services	\$24.25	\$30.31 \$30.31	\$36.3				
Registered Nurse	Human Services	\$24.25	\$30.31					
Registered Nurse	Human Services		\$30.31		7 112%			
For gisting of Marso	Human Services		\$30.31					
Risk Specialist	Human Services		\$30.31		7 113%			
STREET, FORTH LAND ROOM OF	Administration		\$30.31	\$36.3				
CHIMOL E-BOOK TOLLAR DISEASE	Administration	\$24.25	\$30.31	\$36.3		opproducing maximum		
Descript Fabruary Lat Assault	Administration	\$24.25	\$30.31	\$36.3				-
Signer Einstreal Analyst	Administration	\$24.25	\$30.31	\$36.37	7 98%			-
somer Financial Analysi	Administration	\$24.25			7 98%			-
School Francial Adapts	Administration Board Office	\$24.25			98%			-
South Business Analysis	Public Works	\$24.25	\$30.31	\$36.37				-
Senior Planner	Planning	\$24.25	\$30.31	\$36.37				-
Senior Planner	Planning	\$24.25	\$30.31					-
Senior Planner	Planning	\$24.25	\$30.31	\$36.37				-
Senior Planner	Planning	\$24.25	\$30.31	\$36.37				_
Senior Planner	Planning	\$24.25		\$36.37				
wetorians Sommos (3th a)	Veterans Office		\$30.31	\$36.37				
		\$24.25	\$30.31	\$36.37	96%			
Bender & Florida Longitudia					+			
IDUNIDESS I levelopment Att	Human Resources	\$22.55	\$28.10	\$33.82	110%			
A Manufally Mould Educate	Port & Resource Recovery	\$22.55		\$33.82				
Segmonty Hestin Educator	Health	\$22.55	\$28.10	\$33.82				
Community Nealth Educates	Health	\$22.55	\$28.19	\$33.82	83%			
Certifficating Eleating Educates	Health	\$22.55	\$28.19	\$33.82	81%			
Community Flearth Faurator	Health	\$22.55	\$28,19	\$33.82	81%			
Continuous Hopita Care pro-	Health	\$22.55	\$28.19	\$33.82	81%			
Fire Toleran (Master)	Health	\$22.55	\$28.19	\$33.82	81%			_
Elicitician (Master	Airport	\$22.55	\$28.19	\$33.82	109%			_
Electrician (Master	Airport	\$22.55	\$28.19	\$33.82	107%			_
Figure at Against	Public Works Administration	\$22.55	\$28.19	\$33.82	109%			-
Emanicial Analysis	Treasurer Office	\$22.55	\$28.19	\$33.82	96%			
nancal Analyst	Administration	\$22.55	\$28,19	\$33.82	82%			
Figure on Agenyst Francisco Arguyst	Administration	\$22.55	\$28.19	\$33.82	96%			-
Former and American	Clerk of Courts	\$22.55	28.19	\$33.82	93%			
Opporation and Electrical	Human Services	\$22.55	528.19	\$33.82	100%			
Operations and Maintenance Supervisor	Airport	\$22.55	28.19	\$33.82	112%			
Operations and Maintenance Supervisor Purchasing Specialist	Airport	\$22.55	28.19	\$33.82	100%			
orchasing Specialist	Administration	\$22.55	28.19	\$33.82	98%			
		\$22.55   \$	19	\$33.82	113%			
Building Services Supervisor								
Child Support Supervisor	Public Works	\$20.97	26.21	\$31.46	106%			
Child Support Supervisor	Child Support	\$20.97	26 21	\$31.46	92%			-
Clinical Lab Services Supportunit	Child Support	\$20.97		\$31.46	92%			1
CONTRACTOR CONTRACTOR	Human Services	\$20.97	26.21	\$31.46	106%			1
Corrections Company	Sheriff	\$20.97 \$		\$31.46	95%			- 4
Corrections, Corporat	Sheriff	\$20.97 \$	26.21	\$31.46	95%			_ 2
Corrections Corporat	Sheriff	\$20.97 \$	26.21	\$31.46	95%			2
Samethins Corporal	Sheriff	\$20.97 \$	26.21	\$31.46	95%			- 2
Controller Controller	Sheriff	\$20.97 \$	26.21	\$31.46	95%			- 2
Some botts, Comprair	Sheriff	\$20.97 \$	26.21	\$31.46	95%			_ 2
orrestion, Corporal	Sheriff	\$20.97 \$	26.21	\$31.46	95%			2
rimitions surpora	Sheriff Sheriff	\$20.97   \$	26.21	531.46	95%			2
arres house Corporal	Sheriff Shoriff	\$20.97 \$	26.21 5	\$31.46	95%			- 2
produces Corporal	Sheriff Sheriff	\$20.97 \$	26.21	31.46	95%			2
Officebook Corporati	Sheriff	\$20.97   \$3	26.21 5	31.46	95%			2
erroctions Corporal	Sheriff	\$20.97 \$2	26.21 5	31.46	83%			2
ottischeris Corparat	Sheriff	\$20.97 \$2	26.21 \$		96%			1 2
irrochuns Carporal Errochoms Corporal	Sheriff	\$20.97 \$2	26.21	31.46	96%			2
1995 domi Corporal 1995 domi Corporal	Sheriff	\$20.97 \$2	6.21 \$	31.46	96%			2
отлестрона Сограния отлестрона Сограния	Sheriff			31.46	96%			2
orrections Corporat	Sheriff	\$20.97 \$2	0.21 \$	31.46	96%			2
dractions Corporal	Sheriff	\$20.97 \$2	0.21 \$	31.46	96%			2
conomic Support Supervisor	Sheriff	\$20.97 \$2	0.21 \$	31.46	96%			2
conomic Support Supervisor conomic Support Supervisor	Human Services	\$20.97 \$2	6.21 \$	37.46	96%			2
conomic Support Supervisor	Human Services	\$20.97 \$2 \$20.97 \$2	6.21 5	31.46	92%			2
conomic Support Supervisor	Human Services	\$20.97 \$2	6 21 6	31.46				2
- Supervisor	Human Services	\$20.97 \$2	6 21 0		98%			2

Job Title	Dept	Impact of Mid Compa Financial Min Point Max Ratio' Commont Adjustment	Qui
PERMICIATA POSITIONS			1
Health Information Services Coordinator	Human Services	\$20.97 \$26.21 \$31.46 107% \$20.97 \$26.21 \$31.46 118% approaching maximum	
Spirith Action (1994) to 1 contribution	Human Services		
Specials as a passed	District Attorney	\$20.97 \$26.21 \$31.46 82%	
The state of the s	NEW Zoo & Parks	\$20.97   \$26.21   \$31.46   108%	
Shall there is broken -	Human Services	\$20.97   \$26.21   \$31.46   108%	
aportotica se constantes		\$20.97   \$26.21   \$31.46   92%	
Specialists application	Public Works	\$20.97 \$26.21 \$31.46 95%	
generate against 9	Clerk of Courts	\$20.97 \$26.21 \$31.46 97%	
	Public Safety Communications		
Filedation -otto a	Golf Course	\$20.97   \$26.21   \$31.46   97%	
The approximation and a second	Public Safety Communications	\$20.97 \$26.21 \$31.46 98%	
gradus and	Public Safety Communications	\$20.97 \$26.21 \$31.46 98%	
reportable to competition	Public Salety Communications	\$20.97 \$26.21 \$31.46 98%	
general production of the control of	Public Safety Communications	\$20.97 \$26.21 \$31.46 98%	
probable on the	Public Safety Communications	\$20.97 \$26.21 \$31.46 98%	
Territory of the second	Public Safety Communications		_
	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 102%	
antificial infinite	Human Services	\$20.97   \$26.21   \$31.46   87%	
3-10H2 01 17-1		\$20.97 \$26.21 \$31.46 86%	
man fraheter - regentlite t	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 86%	
government of the state of the	Courts		$\rightarrow$
appropriate of	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 94%	-
HARMAN CONTRACTOR OF THE PARTY	Planning	\$20.97   \$26.21   \$31.46   113%	
Planner		\$20.97 \$26.21 \$31.46 87%	
Planner	Planning	\$20.97 \$26.21 \$31.46 83%	
Planner	Planning	\$20.37 \$20.21 \$31.40 GOV	_
Planner	Planning	\$20.97   \$26.21   \$31.46   81%	-
	Planning	\$20.97   \$26.21   \$31.46   81%	-
Planner	Planning	\$20.97   \$26.21   \$31.46   82%	
Planner		\$20.97 \$26.21 \$31.46 131% at or above maximum	
Planner	Public Works		_
Planner	Public Works		_
	Human Resources	\$20.97 \$26.21 \$31.46 106%	-
A STATE OF THE STA	Human Services	\$20.97   \$26.21   \$31.46   97%	
Shelter Care Supervisor		\$20.97 \$26.21 \$31.46 108%	
Shelter Care Supervisor	Human Services	\$20.01 \$2012 S	
			_
Chief Deputy	County Clerk	\$19.50 \$24.38 \$29.25 102%	_
	Register of Deeds	\$19.50   \$24.38   \$29.25   102%	
Chief Deputy		\$19.50 \$24.38 \$29.25 108%	
Chief Deputy	Treasurer	\$19.50 \$24.38 \$29.25 107%	
Comparison personal	Land and Water Con	\$19.50 \$24.30 \$25.25 10770	_
The part of the state of the st	Land and Water Con	\$19.50 \$24.38 \$29.25 104%	
	Land and Water Con	\$19.50 \$24.38 \$29.25 89%	
HONOR MAY THE CHICA	Land and Water Con	\$19.50 \$24.38 \$29.25 101%	
Harvey About Agent and		\$19.50 \$24.38 \$29.25 101%	
Common than represented:	Land and Water Con	\$19.50 \$24.38 \$29.25 101%	
consequential operation	Land and Water Con	\$19.50   \$24.56   \$29.25   10176	_
common man capital filters	Land and Water Con	\$19.50 \$24.38 \$29.25   124% at or above maximum	
	NEW Zoo & Parks	\$19.50 \$24.38 \$29.25 82%	
Education Specialist	Museum	\$19.50 \$24.38 \$29.25 87%	
Education Specialist		\$19.50 \$24.38 \$29.25 107%	
Electrician (Journey)	Public Works	\$19.50 \$24.38 \$29.25 88%	
I supposition of the content of	Planning		_
Chapter Board To those and	Public Works	\$19.50 \$24.38 \$29.25 107%	
	Public Works	\$19.50   \$24.38   \$29.25   107%	
Eggardinog is Addison		\$19.50 \$24.38 \$29.25 101%	
собращения прост	Public Works	\$19.50 \$24.38 \$29.25 104%	
Medical Technologist	Human Services	\$10.00 \$24.00 \$20.20 10470	_
Medical Technologist	Human Services	\$19.50 \$24.38 \$29.25 89%	_
Museum Specialist	Museum	\$19.50 \$24.38 \$29.25	
INDSEUM SPECIALIST	Museum	\$19.50   \$24.38   \$29.25   101%	
Museum Specialist		\$19.50 \$24.38 \$29.25 127% at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 127% at or above maximum	-
Programmer	Technology Services	\$13.00 \$24.00 \$25.20 12.70 at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 127% at or above maximum	_
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 127% at or above maximum	
	Technology Services	\$19.50   \$24.38   \$29.25   123%   at or above maximum	
Programmer		\$19.50 \$24.38 \$29.25 117% approaching maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 116% approaching maximum	
Programmer	Technology Services	\$18.30   \$24.30   \$25.25   11076   \$1	-
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 117% approaching maximum	
Radio Communications Specialist	Public Safety Communication	\$19.50 \$24.38 \$29.25 105%	
	Human Services	\$19.50   \$24.38   \$29.25   115%	
Recreation Therapist		\$19.50 \$24.38 \$29.25 105%	
Resource Recovery Specialist	Port & Resource Recovery	\$19.50 \$24.38 \$29.25 99%	
Resource Recovery Specialist	Port & Resource Recovery	1913.00 424.00 920.20 3070	-
Carate County	Human Services	\$19.50 \$24.38 \$29.25 89%	_
CONTROL DE LA CO	Human Services	\$19.50 \$24.38 \$29.25 114%	
	Human Services	\$19.50 \$24.38 \$29.25 115%	
CONTRACTOR		\$19.50 \$24.38 \$29.25 89%	
STANCE CO.	Human Services	\$15.00   \$2.00   \$20.00   \$000/C	
In the state of th	Human Services	\$19.50 \$24.38 \$29.25 89%	_
	Human Services	\$19.50   \$24.38   \$29.25   89%	
		\$19.50   \$24.38   \$29.25   89%	
Company of the Compan	Human Services	040.50 024.30 020.25 80%	
Tarapation	Human Services	\$19.50 \$24.38 \$29.25 89%	-
Strate Control	Human Services	\$19.50 \$24.38 \$29.25 89%	
The state of the s		\$19.50 \$24.38 \$29.25 89%	
Design Control	Human Services	\$19.50 \$24.38 \$29.25 89%	
(TADIOURIST PRINCE)	Human Services		
CHARLES ALTERIA	Human Services	\$19.50 \$24.38 \$29.25 89%	
	Human Services	\$19.50 \$24.38 \$29.25 89%	
	Human Services	\$19.50 \$24.38 \$29.25 90%	
STATE OF THE STATE	0.		
CAR CAR	Human Services Human Services	\$19.50 \$24.38 \$29.25 90%	

Pay ange	Job Title BENCHMARK POSITIONS SOCIAL STORES	Dept	Min	Mid Poin		Max	Com Rati		Impact of Financial Adjustment	Quint
	Solven Wintker	Human Services	\$19.5	0 \$24.3	8	\$29.25	909	6		_
	Sor off Scotton	Human Services Human Services	\$19.5	0 \$24.3	8	\$29.25				2
-	Section Street a	Human Services	\$19.5	0 \$24.3 0 \$24.3		\$29.25				2
	god till Verricos Germa Zerikos	Human Services	\$19.5			\$29.25				2
	in and Scotters	Human Services	\$19.5	0 \$24.3	8 1	\$29.25	969			2
	a contractive	Human Services	\$19.5	\$24.3	8 3	\$29.25	97%		<b>-</b>	2
	Special Weapons	Human Services		\$24.3		\$29.25		6		2
	Social Systems	Human Services Human Services		\$24.3		\$29.25				2
$\rightarrow$	Segui (Conto	Human Services	\$19.50	\$24.30 \$24.30	8 8	\$29.25	1039			3
	S Wall Money South Workly	Human Services	\$19.50	\$24.3		\$29.25				3
	Soprat Worker	Human Services	\$19.50	\$24.38	3 5	\$29.25	1049			3
_	Solimatory coxee	Human Services Human Services	\$19.50	\$24.38	3 \$	\$29.25	1049			3
-	Some of Market	Human Services	\$19.50	\$24.38	3 9	529.25	1049			3
$\neg$	and Armed	Human Services	\$19.50	\$24.38 \$24.38	3 9	29.25	1049			3
	WE SHE WITEH.	Human Services	\$19.50	\$24.38	3 8	29.25	1049		-	3
	reactivities	Human Services	\$19.50	\$24.38	3   \$					5
-	- n. Call Michigans	Human Services Human Services	\$19.50	\$24.38	\$	29.25	1159	6		5
$\dashv$	and Markey	Human Services	\$19.50	\$24.38 \$24.38	\$ 5	29.25	1159			5
	Hanal Mankog	Human Services	\$19.50	\$24.38	1 9	29.25	1159			5
	SON STORKOS	Human Services	\$19.50	\$24.38	1 \$	29.25	1159	6		5
	SHOULD OKEN	Human Services	\$19.50	\$24.38	1 \$	29.25	1159	6		5
	Servat dankor	Human Services Human Services		\$24.38			1159			5
		Human Services	\$19.50 \$19.50	\$24.38	\$	29.25	1159	6		5
1	- CH Works	Human Services	\$19.50	\$24.38	8	29.25	1199	approaching maximum approaching maximum		5
	OF OPEN COROL	Human Services	\$19.50		S			approaching maximum		5
	OF OR ASSESSED	Human Services	\$19.50	\$24.38	1\$	29.25	1199	approaching maximum		5
_	OCENTATION -	Human Services Human Services	\$19.50			29.25	115%	6		5
_	Denni Marika Denni Marika	Human Services	\$19.50 \$19.50			29.25	119%	approaching maximum		5
	on call Milekin.	Human Services	\$19.50			29.25 29.25	1199	at or above maximum		5
	OF BILL DV DOLLOR	Human Services	\$19.50				123%	at or above maximum		- 6
	O. OR MERKER	Human Services	\$19.50	\$24.38	15	29.25	123%	at or above maximum		6
	(e.mit MORkan)	Human Services Human Services	\$19.50	\$24.38	\$	29.25				0
_	OCHANIZZORANE	Human Services	\$19.50	\$24.38 \$24.38	\$2		123%	at or above maximum		6
	0.10 Marks	Human Services	\$19.50			29.25 29.25	123%	at or above maximum		6
_	Man Venker	Human Services	\$19.50	\$24.38		29.25	128%	at or above maximum		6
	- Lat Charles	Human Services	\$19.50	\$24.38	\$2	29.25	128%	at or above maximum		6
	- 18 (A) H\$1-	Human Services Human Services	\$19.50		\$2	29.25	129%	at or above maximum		6
	- Ed-Vinken - Ed-Zinken	Human Services	\$19.50	\$24.38	\$2		129%	at or above maximum		6
-	a construction	Human Services	\$19.50	\$24.38 \$24.38	92		129%	at or above maximum		6
-	P. D. P. Parker	Human Services	\$19.50	\$24.38	\$2		129%	at or above maximum at or above maximum		6
200	e i il Vintker	Human Services	\$19.50	\$24.38	\$2	29.25	129%	at or above maximum		6
-4	val Wenker	Human Services	\$19.50	\$24.38	1\$2	29.25	129%	at or above maximum		6
	nd Samere	Human Services Human Services	\$19.50	\$24.38	\$2	9.25	129%	at or above maximum		6
4	107 Conker Old Market	Human Services	\$19.50	\$24.38	\$2	29.25	129%	at or above maximum		6
4	TOT STORYOL	Human Services	\$19.50	\$24.38	\$2	9.25	129%	at or above maximum at or above maximum		6
	(a) Stronger	Human Services	\$19.50	\$24.38	\$2	9.25	129%	at or above maximum		6
	ral = orker	Human Services Human Services	\$19.50	\$24.38	\$2	9.25	129%	at or above maximum		6
	will Contage and Struckers	Human Services	\$19.50	\$24.38	\$2	9.25	129%	at or above maximum		6
	100 Actives	Human Services	\$19.50 \$19.50			9.25	129%	at or above maximum		6
	nd Andrea	Human Services	\$19.50				129%	at or above maximum at or above maximum		6
110	Fit Statken	Human Services	\$19.50	\$24.38		9.25	129%	at or above maximum		6
	nat. Starken	Human Services	\$19.50	\$24.38	\$2	9.25 1	129%	at or above maximum		6
	HH I J (MHA)	Human Services Human Services	\$19.50	\$24.38	\$2	9.25	129%	at or above maximum		6
	KH. V. Order 6	Human Services	\$19.50			9.25 1	129%	at or above maximum		6
	nicitotigical	Human Services	\$19.50 \$19.50			9.25 1	29%	at or above maximum		6
	of Walking	Human Services	\$19.50	\$24.38		9.25 1 9.25 1	29%	at or above maximum		6
	14 95 (QL) 1	Human Services	\$19.50	\$24,38		9.25 1	20%	at or above maximum at or above maximum		6
	al Meligia	Human Services	\$19.50	\$24.38		9.25 1	29%	at or above maximum		6
Subs	stance Abuse Counselor	Human Services Human Services	\$19.50	\$24.38	\$29	9.25	85%			<u>6</u>
Subs	stance Abuse Counselor	Human Services	\$19.50	\$24.38	\$29	9.25	89%			2
Subs	stance Abuse Counselor stance Abuse Counselor	Human Services	\$19.50 \$19.50				89%			2
Subs	stance Abuse Counselor	Human Services	\$19.50	\$24.38	\$20		04%			2
Subs	stance Abuse Counselor	Human Services	\$19.50	\$24.38	\$29	25 1	15%			3
Subst	stance Abuse Counselor	Human Services	\$19.50	\$24.38	\$29	2.25 1	15%			5
ubst	tance Abuse Counselor	Human Services Human Services	\$19.50	\$24.38	\$29	0.25 1	19%	approaching maximum		5
	tance Abuse Counselor	Human Services	\$19.50	524.38	\$29	.25   1	29%	at or above maximum		6
upst	ems Specialist									

Job	Dept	Mid Compa
ge Title	<u></u>	\$40.50 \$24.38 \$29.25 114% 5
Systems Specialist	Human Services	319.00 42.00
Telecommunications Operator III	Public Safety Communication Public Safety Communication	ations   \$19.50   \$24.38   \$29.25   97%
Telecommunications Operator III	Dublic Safety Communic	ations \$19.50 \$24.38 \$29.25 97%
Telecommunications Operator III	Public Safety Communic	ations \$19.50 \$24.38 \$29.25 97%
Telecommunications Operator III Telecommunications Operator III	Public Safety Communic	ations   \$19.50   \$24.56   \$20.22   0.70
Telecommunications Operator III	Public Safety Communic	ations   \$19.50   \$24.38   \$25.23   \$7.76
Victim/Witness Coordinator *	District Attorney	\$19.50 \$24.38 \$29.25 108%
Vicunity inicos Godramato.		
	2	\$18.14 \$22.67 \$27.21 106%
Airport Operations Officer	Airport	\$18.14 \$22.67 \$27.21 109%
10 1 (0.00 ) (Maga)	Sheriff Sheriff	\$18.14   \$22.67   \$27.21   109%
Cata Bottlet, Maria	Sheriff	\$18.14   \$22.67   \$27.21   109%
Late Action Mark	Sheriff	\$18.14   \$22.67   \$27.21   10976
The second secon	Sheriff	\$18.14 \$22.67 \$27.21 109% \$18.14 \$22.67 \$27.21 109%
on constitutors	Sheriff	519 14 \$22 67 \$27.21 109%
and marger offers	Sheriff	\$19.14 \$22.67 \$27.21 105%
in to our Tables :	Sheriff	\$49.14 \$22.67 \$27.21 105%
Larci bulliar i Micco	Sheriff	\$18.14 \$22.67 \$27.21 105%
Takin School Hells	Sheriff Sheriff	\$18.14 \$22.67 \$27.21 105%
1123.4121.41011	Sheriff	\$18.14   \$22.67   \$27.21   105%
The State of the S	Sheriff	\$18.14   \$22.67   \$27.21   105%
and the same of the contract o	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
General all Min 1	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
THE READER MICHAEL	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
To Mari Mouse	Sheriff	\$18.14   \$22.67   \$27.21   105%
State the site of the co	Sheriff Sheriff	\$18.14   \$22.67   \$27.21   105%
Vallagad at the or	Sheriff	\$18 14   \$22.67   \$27.21   105%
The total discu	Sheriff	\$18.14   \$22.67   \$27.21   105%
CLARICAL CONTROL OF	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
Carameter of the co	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
Committee Title of	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
Trend of the Differen	Sheriff	\$18.14 \$22.67 \$27.21 105%
endounce of the or	Sheriff	\$18.14 \$22.67 \$27.21 105%
THE STREET STREET	Sheriff Sheriff	\$18.14 \$22.67 \$27.21 105%
CIDINATION OF A CARDON	Sheriff	\$18.14   \$22.67   \$27.21   105%
LONG- BORDY CHRISTS	Sheriff	\$18,14   \$22.67   \$27.21   105%
The stock of site of	Sheriff	\$18.14 \\$22.67 \\$27.21 \105%
AND REPORT CHRONI	Sheriff	\$18.14 \$22.67 \$27.21 105%
Contraction of Different	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
the terms of the second	Sheriff	\$18,14 \$22.67 \$27.21 105% \$18,14 \$22.67 \$27.21 105%
The same of the same	Sheriff	\$18.14 \$22.67 \$27.21 105%
Control School of the Control	Sheriff	\$18.14 \$22.67 \$27.21 105%
The Second Park III	Sheriff Sheriff	\$18.14   \$22,67   \$27.21   105%
SWITTER WAS INTEREST.	Sheriff	\$18.14   \$22.67   \$27.21   105%
CHANGE CHILDREN	Sheriff	\$18.14   \$22.67   \$27.21   105%
Cartin bear AT 100	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
TOTAL HIS VIDE CHRISTIA	Sheriff	
Lastic Branch Officer	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
THE RESERVE OF THE PARTY OF THE	Sheriff	\$18.14 \$22.67 \$27.21 105%
West Karrier William	Sheriff	\$18.14 \$22.67 \$27.21 105%
production and the co	Sheriff Sheriff	\$18.14   \$22.67   \$27.21   105%
The strains of the Pr	Sheriff	\$18.14   \$22.67   \$27.21   105%
use margin Marin	Sheriff	\$18.14 \$22.67 \$27.21 105%
CHARLES CHICA	Sheriff	\$18.14 \$22.67 \$27.21 105%
A STREET BOOK STREET	Sheriff	\$18.14 \$22.67 \$27.21 105%
Congression of the con-	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
Landa Land Millian	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
not a labor	Sheriff	\$18.14 \$22.67 \$27.21 105%
The state of the s	Sheriff	\$18.14 \$22.67 \$27.21 105%
and the second state of the second se	Sheriff Sheriff	\$18.14 \$22.67 \$27.21 105%
	Sheriff	\$18.14   \$22.67   \$27.21   105%
The special of the sp	Sheriff	\$18.14   \$22.67   \$27.21   105%
And the said of the co	Sheriff	\$18.14   \$22.67   \$27.21   105%
Dest the	Sheriff	\$18,14 \$22.67 \$27.21 105%
Constitution of the co	Sheriff	\$18.14 \$22.67 \$27.21 105%
consectional affices	Sheriff	\$18.14 \$22.67 \$27.21 105%
Charles Associated by Tra	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
Commence of Eathern	Sheriff	
increasing a contract of the c	Sheriff	
The British Offices	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%
Control to the Control of Control	Sheriff	\$18.14 \$22.67 \$27.21 105%
The state of the s	Sheriff	\$10.14   \$25.07   \$40.00

BENCHMARK POSITIONS	Dept	Min Poli	nt Max Ra	tio* Comment	Financial Adjustment	Qui
Correctional Officer	Sheriff	\$18.14 \$22.6	7 \$27.21 10	50/	- Alexandra de la companya de la com	
Cottochonal Officer	Sheriff	\$18.14 \$22.6				
Correctional Officer	Sheriff	\$18.14 \$22.6	7 \$27.21 100			
Correctional Officer	Sheriff Sheriff	\$18.14 \$22.6				
Correctional Officer	Sheriff	\$18.14 \$22.6 \$18.14 \$22.6				
Entrectional Officer.	Sheriff	\$18.14 \$22.6				
Correctional Officer Correctional Officer	Sheriff	\$18.14 \$22.6			-	
Correctional Officer	Sheriff	\$18.14 \$22.6			-	
Corrections) Officer	Sheriff	\$18.14 \$22.6	7 \$27.21 93			-
Connetional Citie or	Sheriff Sheriff	\$18.14 \$22.6				
Correspond Office	Sheriff	\$18.14 \$22.6 \$18.14 \$22.6				1
Concentration Offices	Sheriff	\$18.14 \$22.6			-	-
Lorrentional Officer	Sheriff	\$18.14 \$22.6	7 \$27.21 93			
Correctional Offices	Sheriff Sheriff	\$18.14 \$22.6				1 2
A torrostional Official	Sheriff	\$18.14 \$22.6				1 2
Somethinal Offices	Sheriff	\$18.14 \$22.6 \$18.14 \$22.6				1
Correctional Officer Correctional Officer	Sheriff	\$18.14 \$22.6				2
Cotto tional Office	Sheriff		7 \$27.21 91			2
Senticologial Officer	Sheriff	\$18.14 \$22.6	-			2
OPPORTIONAL OMICKO	Sheriff Sheriff	\$18.14 \$22.6				2
Correctional Offices	Sheriff	\$18.14   \$22.6   \$18.14   \$22.6				
Correstional Officer Correstional Officer	Sheriff	\$18.14 \$22.6				1
Corror trouble Officer	Sheriff	\$18.14 \$22.6			-	
Correctional Offices	Sheriff	\$18.14 \$22.6		%		
Ottorificani Offices	Sheriff Sheriff	\$18.14 \$22.6				-
Correctional Officer	Sheriff	\$18.14 \$22.6				
Correctional Offices	Sheriff	\$18.14 \$22.6 \$18.14 \$22.6				
Correctional Officer	Sheriff	\$18.14 \$22.6		and the second s		
Correctional Offices	Sheriff	\$18.14 \$22.6				
Commissional Officers	Sheriff	\$18.14 \$22.6				
Carrectional Efficer	Sheriff Sheriff	\$18.14 \$22.6				-
Larractional Officer	Sheriff	\$18.14 \$22.6				1
Correctional Officer	Sheriff	\$18.14 \$22.6 \$18.14 \$22.6				1
Correctional Officer Corresponal Officer	Sheriff	\$18.14 \$22.6		/0		1
Correctional Officer	Sheriff	\$18.14 \$22.67				-
Correctional Officer	Sheriff	\$18.14 \$22.67				_
correctional Officer	Sheriff Sheriff	\$18.14 \$22.67				
Correctional Officer	Sheriff		\$27.21			
Correctional Officer	Sheriff	\$18.14 \$22.67 \$18.14 \$22.67				
Cornectional Officer	Sheriff	\$18.14 \$22.67				
Correstional Officer	Sheriff	\$18.14 \$22.67				
Correctional Officer	Sheriff	\$18.14 \$22.67		%		3
Correctional Officer	Sheriff Sheriff	\$18.14 \$22.67				- 3
Correctional Officer	Sheriff	\$18.14 \$22.67				_ 3
Corres Bonas Official	Sheriff	\$18.14 \$22.67 \$18.14 \$22.67	\$27.21 105° \$27.21 93°			3
and Reporter	Circuit Courts	\$18.14 \$22.67				- 2
Data Telecommunications Specialist	Circuit Courts	\$18.14 \$22.67	\$27.21 829			1
GIS & Database Analyst	Technology Services	\$18.14   \$22.67	\$27.21 1369	% at or above maximum		6
Tima Resource Compulso	Planning Human Resources	\$18.14 \$22.67		v.		
to con Proscure os Constalis)	Human Resources	\$18.14   \$22.67 \$18.14   \$22.67				- 4
aw Clerk aw Clerk	Circuit Courts	\$18.14 \$22.67				4
Luctonance Secure (Aechaeic)	Circuit Courts	\$18.14 \$22.67				_ 3
Lambonaro o Sorge - Montagne	Public Works	\$18.14 \$22.67	\$27.21 1009	%		3
Senteromos Servico Machages	Public Works Public Works	\$18.14 \$22.67		% at or above maximum		e
Amsternation Service Montaine	Public Works	\$18.14 \$22.67				3
faintenance Service Montager	Public Works	\$18.14   \$22.67 \$18.14   \$22.67				3
Indicators Service Rechanges	Public Works	\$18.14 \$22.67				2
Limitenance Senace Mechanics	Public Works	\$18.14 \$22.67				3
fantenacce Senoce Mechanic	Public Works	\$18.14   \$22.67	\$27.21 97%			3
hantarianco San, co Mechanic	Public Works Public Works	\$18.14 \$22.67	\$27.21 97%			3
Section in	Airport	\$18.14 \$22.67				
les value	Airport	\$18.14 \$22.67	\$27.21 1009			. 3
fechanic fechanic	Airport	\$18.14 \$22.67 \$18.14 \$22.67	\$27.21 1009 \$27.21 1009			3
	Airport	\$18.14 \$22.67	\$27.21 1009			3
	Airport	\$18.14 \$22.67	\$27.21 1039			3
echani/						
Gertranic Octionic Octionic	Sheriff	\$18.14 \$22.67	\$27.21 109%	0		4
	Sheriff Public Works Public Works	\$18.14 \$22.67 \$18.14 \$22.67 \$18.14 \$22.67	\$27.21 1079	6		4

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS	(2:13:2010)

Job Title	Dept	Mid Compa Min Point Max Ratio* Comment	Financial Adjustment Qu
BENCHMARK POSITIONS	5 t v - 101 - d -	\$18.14 \$22.67 \$27.21 103%	
March 1988	Public Works	\$18.14 \$22.67 \$27.21 103%	
PACE TO THE	Public Works	\$18.14 \$22.67 \$27.21 103%	
Distriction of the Control of the Co	Public Works	\$18.14 \$22.67 \$27.21 103%	
Mary Comm.	Public Works Public Works	\$18.14 \$22.67 \$27.21 103%	
Sections -	Public Works	\$18.14 \$22.67 \$27.21 103%	
Decitions	Public Works	\$18.14   \$22.67   \$27.21   103%	
Mediana	Sheriff	\$18.14 \$22.67 \$27.21 101%	
National Association (Control of the Control of the	Golf Course	\$18.14 \$22.67 \$27.21	
[dections	Museum	\$18.14 \$22.67 \$27.21 79% below minimum	\$288
Eleanor parlamentar	Museum	\$18.14 \$22.67 \$27.21	
Region Regions were	Technology Services	\$18.14   \$22.67   \$27.21   122%   at or above maximum	
Network Support Specialist	Technology Services	\$18.14   \$22.67   \$27.21   122%   at or above magazini	
Network Support Specialist Network Support Specialist	Technology Services	\$18.14 \$22.67 \$27.21	-
Network Support Specialist	Corporation Counsel	\$18.14 \$22.67 \$27.21 82% \$18.14 \$22.67 \$27.21 97%	
1-0-0-17	Courts	\$18.14 \$22.67 \$27.21 97% \$18.14 \$22.67 \$27.21 97%	
1 3 W 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Courts	\$18.14 \$22.67 \$27.21 \$18.14 \$22.67 \$27.21	
Emilia Ser	Courts	\$18.14 \$22.67 \$27.21 97%	
contralia:	Courts	\$18.14 \$22.67 \$27.21 97%	
(-10.00-10)	Courts	\$18.14 \$22.67 \$27.21 97%	
Established	Courts	\$18.14 \$22.67 \$27.21 97%	
Carac 20	Courts	\$18.14   \$22.67   \$27.21   97%	
(5)(3)((6))	Courts	\$18.14 \$22.67 \$27.21 97%	X
(0)00(30	Courts NEW Zoo & Parks	\$18.14 \$22.67 \$27.21 91%	
Park Services Specialist	NEW Zoo & Parks	\$18.14   \$22.67   \$27.21   91%	
Park Services Specialist	Planning	\$18.14   \$22.67   \$27.21   111%	
probable rapid, becopy	Register of Deeds	\$18.14 \$22.67 \$27.21 82%	
Lagrania di Bodi, ipa-Sabiti	Register of Deeds	\$18.14 \$22.67 \$27.21 82%	
company of the Lagrangian	Planning	\$18.14 \$22.67 \$27.21 111%	
Tripped of the Institution of the Control	Public Safety Communicati	s \$18.14 \$22.67 \$27.21 92%	
The phonemon fraction	Public Safety Communicati	ns \$18.14 \$22.67 \$27.21 97%	
rese prominesters, operator t	Public Safety Communicati	15 410.1	
тар соотварелими бурганея п	Public Safety Communicati	13 14.15.	
Тоюсопинови ниме горобного	Public Safety Communicat	15 \$100.07 \$02.24 079/	
Time marriage afferent sportates to	Public Safety Communicat		
тере пишти дана г фильтов -	Public Safety Communicat		
тов записию фот бретава	Public Safety Communicat Public Safety Communicat		
Discontinuos dans Specifica a	Public Safety Communicat	ns   \$18.14   \$22.67   \$27.21   97%	
Toler otomicus alienes Cipie Her II	Public Safety Communicat	ns   \$18.14   \$22.67   \$27.21   97%	
Tens communications Experience	Public Safety Communicat	ns   \$18.14   \$22.67   \$27.21   97%	
тия явилин айтал Оросию !!	Public Safety Communicat	ns \$18.14 \$22.67 \$27.21 97%	
Forecommunications i hanges.	Public Safety Communical	os \$18.14 \$22.67 \$27.21 97%	
1 честипоска пин Органали 1 честипоска пинъ Ореалия	Public Safety Communical	ns \$18.14 \$22.67 \$27.21 97%	
	Public Safety Communical	ns \$18.14 \$22.67 \$27.21 97%	
THE INVESTMENT PROPERTY OF	Public Safety Communica	ns   \$18.14   \$22.67   \$27.21   97%	
тако тапитана произ тренове	Public Safety Communica	ns \$18.14 \$22.67 \$27.21 97%	
214 a book flower to person in	Public Safety Communica	ns   \$18.14   \$22.67   \$27.21   97%	
Take Dawning there Operating	Public Safety Communica	ns   \$18.14   \$22.67   \$27.21   97%	
бак понициненто пречина И	Public Safety Communica	ns \$18.14 \$22.67 \$27.21 9776	
Living a supporter above 1 (partition)	Public Safety Communica	ns \$18.14 \$22.67 \$27.21 97%	
Value Commissionations (Operation)	Public Safety Communica	ns \$18.14 \$22.67 \$27.21 97%	
Paris divinization Distriction	Public Safety Communica	ons \$18.14 \$22.67 \$27.21 97%	
Town and Hawkeateries Proposition	Public Safety Communica	013 070/ 070/ 070/	
DANKER OF THE PROPERTY OF THE PROPERTY OF THE PARTY OF TH	Public Safety Communica	059	
tano, amortico, arous i appendintati	Public Safety Communica		
procurence of the party of	Public Safety Communica Public Safety Communica		
З оботканования поставления	Public Safety Communica	ons \$18.14 \$22.67 \$27.21 94%	
A second temperation and the second s	Public Safety Communica	ons   \$18.14   \$22.67   \$27.21   94%	
Scarce contexpolications explorative).	Public Safety Communica	ons   \$18.14   \$22.67   \$27.21   94%	
1740 CHIDOWIN ABORS Detrito B	Public Safety Communica	ons   \$18.14   \$22.67   \$27.21   77%   below minimum	\$1,426
Lead communications Operator to	Public Safety Communica	ons   \$18.14   \$22.67   \$27.21   93%	
Loter Communications Coperator II	Public Safety Communica	ons   \$18.14   \$22.67   \$27.21   93%	
Lister contractor attache. Operation II	Public Safety Communica	ons   \$18.14   \$22.67   \$27.21   93%	
Fillian Zaumunn Streite - Spiritsbort II	Public Safety Communication	ons \$18.14 \$22.67 \$27.21 93%	
Clan armina and California III	Public Safety Communica	ons   \$18.14   \$22.67   \$27.21   93%	
Topics aromain almost Specifical II	Public Safety Communica	ons   \$18.14   \$22.67   \$27.21   93%	
Constitution of the Consti	Public Safety Communica	ons \$18.14 \$22.67 \$27.21 92%	
Leave common about yearths	Public Safety Communica	ons \$18.14 \$22.67 \$27.21 92%	
3 - a community of a specialist	Public Safety Communic	ons   \$18.14   \$22.67   \$27.21   92%	
The part of the species of the figure of	Public Safety Communic	ons   \$18.14   \$22.67   \$27.21   92%	
Teles unumum cations Operator II	Public Safety Communic	ons \$18.14 \$22.67 \$27.21 92%	
Learning water about the state of	Public Safety Communic	ons   \$18.14   \$22.67   \$27.21   92%	
Environmentations Operator II	Public Safety Communic	ops   \$18.14   \$22.67   \$27.21   92%	-
Less animonications Operator	Public Safety Communic	ons \$18.14 \$22.67 \$27.21 92%	
Letocomunous altoris aperator (	Public Safety Communic	ons \$18.14 \$22.67 \$27.21 93%	
Zookeeper	NEW Zoo & Parks	\$18.14   \$22.67   \$27.21   91%	
IZ LIUM MEDIEL		\$18.14 \$22.67 \$27.21 91%	

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/ Job 38 Title	Dept	Min	Mid Point	Max	Comp		Impact of Financial	
BENCHMARK POSITIONS				Wan	IXIGITIO	Comment	Adjustment	
			-					1
Administrative assistant II	Administration	\$16.87	\$21.08	\$25.30	101%		-	1
Administrative Assistant II Administrative Assistant II	Airport	\$16.87	\$21.08	\$25.30	110%			+
Administrative Assessant ti	Board Office	\$16.87	\$21.08		88%			+
Administrative Assistant (	Child Support	\$16.87	\$21.08		95%			+
Artimoistrative Assistant II	Child Support Child Support	\$16.87	\$21.08	\$25.30	95%			$\dagger$
Administrativo Assistant II	Child Support	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	000/			I
Administrative assessment	Human Resources	\$16.87	\$21.08	\$25.30	89% 111%			1
Administrative Assistant II	County Clerk	\$16.87	\$21.08	\$25.30	98%			+
Administrative Assistant ii	County Clerk	\$16.87	\$21.08	\$25.30	96%			+
A from astrobus. Assignation in	Executive Human Services	\$16.87		\$25.30	90%			T
Administrative Assistant i	Human Services	\$16.87 \$16.87	\$21.08	\$25.30 \$25.30	96% 85%			I
Administrative Assessmenti federalismanica Assessment	Human Services	\$16.87	\$21.08	\$25.30	86%			+
éconosistanos agraçados a	Human Services	\$16.87	\$21.08	\$25.30	115%			+
Achienstrative Assistant ii	Human Services	\$16.87	\$21.08	\$25.30	80%	below minimum	\$115	+
#-1000 estrative. Associated to	Human Services Human Services	\$16.87	\$21.08		89%			T
Adomestrativo assistanti II	Human Services	\$16.87 \$16.87	\$21.08 \$21.08	<b>\$25.30</b> \$25.30	85% 90%			T
Administrative Assistant II Administrative Assistant II	NEW Zoo & Parks	\$16.87	\$21.08		80%			1
Administrative Assertant II	Planning	\$16.87	\$21.08	\$25.30				+
Administrative Assessment	Sheriff Sheriff		\$21.08	\$25.30	93%			1
Editions dealine Assessment II	Sheriff	\$16.87 \$16.87	\$21.08	\$25.30	85%			I
editripostrativo focuerana il	Sheriff	\$16.87	\$21.08 \$21.08		82% 83%			F
Administrative Assessment	Sheriff	\$16.87	\$21.08	\$25.30	83%			+
Edition Stratus Assessment	Sheriff	\$16.87	\$21.08	\$25.30	83%			╁
Administration Assertage 1	Sheriff Sheriff		\$21.08		83%			t
Administrative Assistant ii	Sheriff	\$16.87	\$21.08	\$25.30	82%			T
Administration Assistant 3	Technology Services	\$16.87	\$21.08		98%			
Advantation Assessment	Veterans Office		\$21.08		96%			1
Combod Champatignal Thotapist Assistant Combod Totapational Energies Assistant	Human Services		\$21.08		88%			+
Combest Distingational Thomas Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			H
Department Assistant	Human Services NEW Zoo & Parks		\$21.08		88%			t
Department Assistant	Public Works	\$16.87 \$16.87	\$21.08		80%			
Department Assistant	Public Safety Communications		\$21.08 \$21.08		84% 85%			
Department Assistant Department Assistant	Human Services		\$21.08		0070			-
Department Assistant	Planning	\$16.87	\$21.08	\$25.30				-
Department Assistant	Corporation Counsel Sheriff	\$16.87	\$21.08		96%			1
Department Assistant	Health		\$21.08		105%			
Department Assistant	Airport		\$21.08 \$21.08		108%	at or above maximum		
mergency Management Specialist ood Service Supervisor	Public Safety Communications		\$21.08	\$25.30	93%	at of above maximum		_
Sugsi Unityge Supervisor	Human Services				115%			H
anary Equipment Operator	NEW Zoo & Parks		\$21.08		84%			-
inavi Equipmont Operator	Public Works Public Works		\$21.08		108%			
testry Equipment Operator	Public Works				108%			
leavy Equipment Operator	Public Works	\$16.87 \$16.87		\$25.30	108% 110%			
constitutioned absentes	Public Works	\$16.87	\$21.08	\$25.30	106%			-
so to Espagament Espansion	Public Works	\$16.87	\$21.08	\$25.30	108%			
Priory Equipment Operator	Public Works Public Works	\$16.87	\$21.08	\$25.30	108%			
a nex Equipment Operator	Public Works	\$16.87	121.08	\$25.30	108%			
escy Equipment Operator	Public Works	\$16.87 \$16.87	\$21.08	\$25.30	108% 108%			-
entry Equipment Operator  entry Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			
сту Е фириана Орестия	Public Works	\$16.87	\$21.08	\$25.30	108%			-
City Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			-
от у Евроричен Орониов	Public Works Public Works	\$16.87	\$21.08	\$25.30	108%			
nacy Equipment Operation	Public Works	\$16.87	\$21.08	\$25.30	108%			
10 y Equipment Operator	Public Works	\$16.87 \$16.87	21.U8	\$25.30	108%			
eavy Equipment Operator Savy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			
erry Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			-
Hay Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			-
ras, Equipment Operator	Public Works Public Works	\$16.87	21.08	\$25.30	108%			
as y Equipment Operator	Public Works	\$16.87 S	21.08	\$25.30	108%			
Avy Equipment Operator	Public Works	\$16.87	21.08	525.30	108%			
3 y Equipment Operator 30 y Equipment Operator	Public Works	\$16.87			108%	7		_
Party Equipment Operator	Public Works	\$16.87	21.08	25.30	08%			_
(32) Equipment Operator	Public Works	\$16.87	21.08	25.30 1	08%			_
a 4 Equipment Operator	Public Works Public Works	\$16.87			08%			
Rev. Equipment Operator	Public Works	\$16.87 \$ \$16.87 \$	21.08	25.30   1	08%			
msy Equipment Ciperator			2 T DR 13	1/5 3(1) 11	1%280			-

BROWN COUNTY 2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

	Job		Wild
ay	, Job Title	Dept	Min Point Max Ratio' Comment Adjustment Qu
الثالا	RENCHMARK POSITIONS		\$16.87 \$21.08 \$25.30 108%
-	но му Езриромов примети	Public Works	\$16.87 \$21.08 \$25.30 108%
-	w wy Crangement Aprilot is	Public Works	\$16.87 \$21.08 \$25.30 108%
	rease, Engagement Operation	Public Works	\$16.87 \$21.08 \$25.30 108%
	receive Engagement Operation	Public Works	\$16.87 \$21.08 \$25.30 108%
	Markey E resignate of Operation	Public Works	\$16.87 \$21.08 \$25.30 108%
	received pagetters Operation	Public Works	\$16.87 \$21.08 \$25.30 108%
	next of this process of the control	Public Works	\$16.87 \$21.08 \$25.30 108%
	били Даринан Оренто	Public Works	\$16.87 \$21.08 \$25.30 108%
	Review Expagnment Expectation	Public Works	\$16.87 \$21.08 \$25.30 108%
	Carry Edition of Specialis	Public Works	\$16.87 \$21.08 \$25.30 108%
	earth Eithighna (B. Thorne)	Public Works	\$16.87 \$21.08 \$25.30 108%
	the year tellingulation of the first	Public Works	\$16.87 \$21.08 \$25.30 108%
	- На Спорожни гренто — — — — — — — — — — — — — — — — — — —	Public Works Public Works	\$16.87 \$21.08 \$25.30 108%
	denig Emperore operator	Public Works	\$16.87   \$21.08   \$25.30   108%
	Control Companies Comments	Public Works	\$16.87   \$21.08   \$25.30   108%
_	was the rest pent t	Public Works	\$16.87   \$21.08   \$25.30   106%
-	ра ву у Графиссия предвин. На поут працииная протито	Public Works	\$16.87 \$21.08 \$25.30 108%
-	The state of the s	Public Works	\$16.87   \$21.08   \$25.30   108%
-	Paring Expopulation (1981) (0) Flore, Expopulation (1981) (1)	Public Works	\$16.87 \$21.08 \$25.30 108%
-i	бил у Еграрияния строилен	Public Works	\$16.87 \$21.08 \$25.30 108%
$\dashv$	estate Ligage and Opinion	Public Works	\$16.87 \$21.08 \$25.30 108%
	and a supplement of the	Public Works	\$16.87 \$21.08 \$25.30 110%
	even a teganism of the control	Public Works	\$16.87 \$21.08 \$25.30 110%
	the fact important special in	Public Works	\$16.87 \$21.08 \$25.30 110%
	the last appearance of the last	Public Works	\$16.87 \$21.08 \$25.30 108%
	the eye to compare with a Marin Marin	Public Works	\$16.87 \$21.08 \$25.30 110%
	to a Company of Specialist	Public Works	\$16.87 \$21.08 \$25.30 113% \$16.87 \$21.08 \$25.30 108%
	kin in the proportion to the safety	Public Works	\$16.87 \$21.08 \$25.30 108%
	The confidential of partial and	Public Works	\$16.87 \$21.08 \$25.30 108%
-	A SET DE BOOK TO A SET	Public Works	\$16.87 \$21.08 \$25.30 106%
	The second of the second	Public Works	\$16.87 \$21.08 \$25.30 106%
	and a paper of the second	Public Works	\$16.87 \$21.08 \$25.30 106%
	stream to before a contraction	Public Works	\$16.87 \$21.08 \$25.30 106%
	Directly by Majorite and a specialist	Public Works	\$16.87 \$21.08 \$25.30 106%
	spirit define to designs	Public Works Public Works	\$16.87 \$21.08 \$25.30 108%
	on rev Capaparant Uporator	Public Works	\$16.87 \$21.08 \$25.30 106%
	stear, it bullets or showns	Airport	\$16.87   \$21.08   \$25.30   108%
	en e ga papara de Operato	Airport	\$16.87   \$21.08   \$25.30   105%
	CHEST CONTRACTOR SPECIAL	Airport	\$16.87   \$21.08   \$25.30   108%
	Success Expansional Expensions  From the proposed Expensions	Airport	\$16.87   \$21.08   \$25.30   108%
_	Annual Speciment New York	Airport	\$16.87   \$21.08   \$25.30   108%
	Lab Technician	Human Services	\$16.87   \$21.08   \$25.30   103%
-		Circuit Courts	\$16.87 \$21.08 \$25.30 94%
_	SURVEY OF THE	Circuit Courts	\$16.87 \$21.08 \$25.30 79% below minimum \$383
_	and the second s	Circuit Courts	\$16.87 \$21.08 \$25.30 108%
-	Sugar extending	Clerk of Courts	\$16.87 \$21.08 \$25.30 103%
	Total Carlot	Clerk of Courts	\$16.87 \$21.08 \$25.30 103%
_	TOTAL CONTRACTOR OF THE PARTY O	Clerk of Courts	\$16.87 \$21.08 \$25.30 103%
-	regarden to time	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103%
-	11 B 1 W - 1 BH	Clerk of Courts	
	rigative in the	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99%
	man messalm	Clerk of Courts	\$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98%
	-51 - 14 A III	Clerk of Courts	\$16.87 \$21.08 \$25.30 96%
	Table - Am	Clerk of Courts	\$16.87 \$21.08 \$25.30 94%
	ngards-stad	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%
	inga and public	Clerk of Courts Clerk of Courts	\$16.87 \$21.08 \$25.30 91%
	ing-re-inder	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%
_	Carrier -	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%
	Legal Archard	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%
			\$16.87 \$21.08 \$25.30 91%
	and an include of	Clercot Courts	\$16.87 \$21.08 \$25.30 87%
	Angle of the second second	Clerk of Courts	
	And the second s	Clerk of Courts	\$16.87   \$21.08   \$25.30   91%
	inge den de la segui de la seg	Clerk of Courts District Attorney	\$16.87   \$21.08   \$25.30   91%
	ing a America egal America egal America egal America	Clerk of Courts District Attorney District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%
	Tripe Armine Significant and the Significant and the Significant and the significant and the significan	Clerk of Courts District Attorney District Attorney District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%
	Topic Amerikan Anglas Amerikan Anglas Amerikan Anglas Amerikan Anglas Amerikan Anglas Amerikan Anglas Amerikan India amerikan	Clerk of Courts District Attorney District Attorney District Attorney District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%
	Tope in the control of the control o	Clerk of Courts District Attorney District Attorney District Attorney District Attorney District Attorney District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%
	To Jan Art Color  SEL	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%
	To Jan Art China C	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%
	Tope Accepted  Special Accepte	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%
	Tope in the second seco	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 88%
	Tope in the second second second in the second in the second seco	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 88% \$16.87 \$21.08 \$25.30 88% \$16.87 \$21.08 \$25.30 88% \$16.87 \$21.08 \$25.30 87% \$16.87 \$21.08 \$25.30 87%
	Tope in order  Special resident  Special residen	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 87% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%
	Tope words  Signary w	Clerk of Courts District Attorney Human Services	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 88% \$16.87 \$21.08 \$25.30 87% \$16.87 \$21.08 \$25.30 87% \$16.87 \$21.08 \$25.30 86% \$16.87 \$21.08 \$25.30 91%
	Tope words  SSL on the SSL  SSL on the SSL  SSL of Control  SS	Clerk of Courts District Attorney Human Services Human Services	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 88% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%
	Tope words  Signary w	Clerk of Courts District Attorney Human Services Human Services Human Services	\$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 88% \$16.87 \$21.08 \$25.30 87% \$16.87 \$21.08 \$25.30 87% \$16.87 \$21.08 \$25.30 86% \$16.87 \$21.08 \$25.30 91%

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Pay		<b>建设的特别</b>	i stemmen	WEST CONTRACTOR	No of the last			Impact of	E-100
Rang	e Title	Dept	Min	Mid Point	Max	Comp Ratio		Financial	
-	BENCHMARK POSITIONS	100000000000000000000000000000000000000	The state of	The same	Mex	Nello	Comment	Adjustment	Quintile
	Legensed Practical Murse Legensed Praetical Murse	Human Services	\$16.87	\$21.08		94%			2
	Dicarresed Practical Morse	Human Services Human Services	\$16.87 \$16.87	\$21.08		94%			2
	Licrosed Practical Nurse	Human Services	\$16.87	\$21.08 \$21.08	\$25.30 \$25.30	94%			2
	Licensed Practical Nurse	Human Services		\$21.08		94%			1 2
	Licensed Frach, at Nume	Human Services	\$16.87	\$21.08					
	Jerosod Practical Norse	Human Services Human Services	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	94%			2
	Licensed Production Norse	Human Services	\$16.87	\$21.08	\$25.30	86%			2
	Consolt Practical Norse Consolt Practical Norse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Liconsed Practical Norse	Human Services Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Network Support Clerk	Technology Services	\$16,87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	94% 105%			2
-	Network Support Clerk	Technology Services	\$16.87	\$21.08	\$25.30	83%			3
	Fig. 0. Specialist	Human Resources	\$16.87	\$21.08	\$25.30	100%			3
	Registered Heath Information Tech (RHIT)	Human Resources Human Services	\$16.87 \$16.87	\$21.08		90%			2
-	Low ammunications (Journton)	Public Safety Communications	\$16.87	\$21.08 \$21.08	\$25.30 \$25.30	93% 83%			2
	Lete commune ations (Sperator) Lete commune ations (Sperator)	Public Safety Communications	\$16.87	\$21.08	\$25,30	83%			1
	Felia artimatic distis, Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Toler Ommore ations Operator	Public Safety Communications Public Safety Communications	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	83% 83%			1
-	Folia: attenuation above Operator (	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Telle catumumications Operator ( Telles ammunications Operator (	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	The state of the s	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
15			-	-					
15	Crind Support Specialist Crind Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Stold Support Speciment	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Note Support Specialist	Child Support Child Support	\$15.69		\$23.53				4
	Light Support Specialist	Child Support		\$19.61 \$19.61	\$23.53				4
	Chief Support Specialist Chief Support Specialist	Child Support	\$15.69	\$19.61	\$23.53				4
	Shelf Sopport Spocalist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	From Eupport Especialisa	Child Support Child Support	\$15.69	\$19.61	\$23.53				4
	Hild support Specialist	Child Support	\$15.69 \$15.69	\$19.61	\$23.53 \$23.53	105% 105%			4
	тика Буррод Ѕрескана	Child Support	\$15.69	\$19.61	\$23.53	105%			4
-	Child Support Sportalist Unid Support Sportalist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Eupport Specialisi	Child Support Child Support	\$15.69	\$19.61	\$23.53	104%			3
	And Support Sponalisa	Child Support		\$19.61 \$19.61	\$23.53 \$23.53	104%			3
-	Cold Support Specialist State Support Specialist	Child Support		\$19.61	\$23.53	101%			3
	fuld Support Spocialist	Child Support		\$19.61	\$23.53	102%			3
	Still Support Specialist	Child Support Child Support		\$19.61 \$19.61	\$23.53	102%			3
	uid Support Specialist	Child Support		\$19.61		102%			3
-	Sporations Assistant Sporations Assistant	Administration		\$19.61	\$23.53	120%			5
	Aperations Assistant	Human Services Public Works		\$19.61	\$23.53		at or above maximum		6
5	Becaucins Assistant	Human Services		\$19.61 \$19.61		123%	al or above maximum		6
	/ictim/Witness Program Assistant	District Attorney		\$19.61		89%			2
	a contract	Human Services	T44 F0	T40 D4	MO4.00	070/			
	Compatibility	Human Services		\$18.24 \$18.24	\$21.88 \$21.88	97% 97%			3
	a coupa Chips George Chips	Human Services		\$18.24		96%			2
	Count Cuerts	Human Services	\$14.59	\$18.24	\$21.88	97%			3
ê	c.cont Nok	Human Services Human Services	\$14.59			104%			3
**************************************	Continue Coloris.	Human Services	\$14.59 \$14.59	\$18.24 \$18.24		104% 90%			3
	to tool Calork	Human Services	\$14.59			91%			2
- 2	Control Charle	Human Services	\$14.59	\$18.24	\$21.88	100%			3
-	COUNT Clore	Human Services Human Services	\$14.59 \$14.59			100%			3
A 2	County Clark	Human Services	\$14.59			103%			
(4)	Count Clerk	Public Works	\$14.59			98%		1177	3
-	Count Clark	Administration Sheriff	\$14.59			113%			5
	CORROL CARROL	Human Services	\$14.59 \$14.59			106% 96%			4
	County Stork	Human Services	\$14.59			97%			2
	crunit Clark	Human Services	\$14.59	\$18.24	\$21.88	97%			3
Ar	count Clerk	Human Services Human Services	\$14.59			97%			3
	COUNT CROIX	Human Services	\$14.59 \$14.59			108% 101%			4
	CONTROL CHAR	Human Services	\$14.59			103%			3
	Count Civin	Human Services	\$14.59	\$18.24	\$21.88	103%			3
A.	Light Clork		\$14.59			103%			3
Air		The state of the s	\$14.59 \$14.59			103% 103%			3
		3000		JIET	J-1.00	10070			3
	February 2015	Prepared by Wipfli LLP and Co	unly Project T	[nam					- / (

Page 14

B	Title  Epichiaare: Positions  Confidence	Human Services	Min Point Max Ratio* Comment Adjustment Qu \$14.59 \$18.24 \$21.88 103%
D	Contest Calore	Human Services	\$14.59   \$18.24   \$21.88   103%
D	Control Children		W. 1990   V. 1
D		Port & Resource Recovery	\$14.59 \$18.24 \$21.88 105%
D		Sheriff	\$14.59   \$18.24   \$21.88   106%
D	COMMAN NO.	Sheriff	\$14.59 \$18.24 \$21.88 103%
D	country is the	Treasurer	\$14.59 \$18.24 \$21.88 106%
D	could be a	Clerk of Courts	\$14.59 \$18.24 \$21.88 109%
D	cont that	Clerk of Courts	\$14.59 \$18.24 \$21.88 109%
D	CONTRACT NAME	Public Works	\$14.59 \$18.24 \$21.88 110%
D	1 min ( 8 D	Administration	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 104%
	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104% \$14.59 \$18.24 \$21.88 104%
	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.66 104%
D	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%
D	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%
	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%
	Deputy Medical Examiner	Medical Examiner Medical Examiner	\$14.59 \$18.24 \$21.88 104%
	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%
	Deputy Medical Examiner	Human Services	\$14.59 \$18.24 \$21.88 117% approaching maximum
-	emonia depart promoti	Human Services	\$14.59 \$18.24 \$21.88 90%
$\dashv$	account Couplest Specified	Human Services	\$14.59 \$18.24 \$21.88 90%
-	canana support specialis	Human Services	\$14.59 \$18.24 \$21.88 90%
	assemble approximated	Human Services	\$14.59 \$18.24 \$21.88 90%
12	Committee of the control of the cont	Human Services	\$14.59 \$18.24 \$21.88 92%
-1	Samuel Copport Specialist	Human Services	\$14.59 \$18.24 \$21.88 92%
10	construct appear Specialist	Human Services	\$14.59 \$18.24 \$21.88 92%
1	wight appared provides	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%
	communicación de la company de la communicación de la company de la comp	Human Services	
	Transact officer, because,	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%
- il	consum arount Secretal	Human Services	\$14.59 \$18.24 \$21.88 99%
T	many oppositionally	Human Services	\$14.59 \$18.24 \$21.88 99%
	conomic approximation and	Human Services	\$14.59 \$18.24 \$21.88 99%
	occurs outstand for our r	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%
_	a contradigent (pa cont	Human Services	\$14.59   \$18.24   \$21.88   99%
-1	Statement wild and place place and the second secon	Human Services	\$14.59 \$18.24 \$21.88 99%
-	t means addense day other	Human Services	\$14.59 \$18.24 \$21.88 99%
-	consum address due report	Human Services	\$14.59   \$18.24   \$21.88   99%
	common opport specialist	Human Services	\$14.59 \$18.24 \$21.88 99%
	regime appears present	Human Services	\$14.59 \$18.24 \$21.88 99%
	Community of the state of the s	Human Services	\$14.59 \$18.24 \$21.88 99%
	common apport to the	Human Services	\$14.59 \$18.24 \$21.88 99%
1	- manual - different Le manual	Human Services	\$14.59 \$18.24 \$21.88 99%
3	comme support specialist	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%
1	communic support Speciment	Human Services	Ψ, 1.00 Ψ, 0.1
1	province opport becauted	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 100%
	moving England Speciolist	Human Services	\$14.59 \$18.24 \$21.88 100%
	and the state of t	Human Services	\$14.59 \$18.24 \$21.88 100%
	т новис поррен эренойм	Human Services	\$14,59 \$18.24 \$21.88 100%
1	ment of the characters	Human Services	\$14.59 \$16.24 \$21.88 101%
_	more import the rest	Human Services Human Services	\$14.59 \$18.24 \$21.88 102%
-1	Tructur, Interit, brigings	Human Services	\$14.59 \$18.24 \$21.88 107%
	a none opport for each	Human Services	\$14.59 \$18.24 \$21.88 110%
-1	and the state of t	Human Services	\$14.59 \$18.24 \$21.88 110%
	a nemon import province	Human Services	\$14.59 \$18.24 \$21.88 110%
-	south opposit assetting	Human Services	\$14.59 \$18.24 \$21.88 110%
	Comme Logarity grandles	Human Services	\$14.59 \$18.24 \$21.88 110%
	contents replaced the content	Human Services	\$14.59 \$18.24 \$21.88 110%
-	Illumin upper process	Human Services	\$14.59 \$18.24 \$21.88 110%
	Souther suppose general	Human Services	\$14.59 \$18.24 \$21.88 111%
	a social stopport specialist	Human Services	\$14.59 \$18.24 \$21.88 111%
	A SHORM AND PORT THE PROPERTY AND ASSESSED.	Human Services	\$14.59 \$18.24 \$21.88 111%
	moran representation amount	Human Services	\$14.59 \$18.24 \$21.88 111%
	глионы Воррин Причины	Human Services	\$14.59 \$18.24 \$21.88 111%
i,	от вышую поррыет Евросийска	Human Services	\$14.59 \$18.24 \$21.88 111%
	т жими этарроттар ониот	Human Services	\$14.59 \$18.24 \$21.88 112% \$14.59 \$18.24 \$21.88 117% approaching the same
ŀ	The man approximation and the control of the contro	Human Services	\$14.59 \$18.24 \$21.88 117% approximately \$14.59 \$18.24 \$21.88 120%
- 1	the same approved the second	Human Services	\$14.59 \$18.24 \$21.88 120% \$14.59 \$18.24 \$21.88
- I	The state of the s	Human Services	\$14.09   \$16.24   \$21.00
- is	- service add-no the county	Human Services	\$14.59 \$18.24 \$21.88 \$14.59 \$18.24 \$21.88
	Colomic regions operation	Human Services	\$14.59 \$18.24 \$21.88 \$14.59 \$18.24 \$21.88
/	Specialist Sergery Bose (4)	Airport	\$14.59 \$18.24 \$21.88 116% hppcaching maximum
'	Sporter of Cartago Associate	Airport	\$14.59 \$18.24 \$21.88 10% \$14.59 \$18.24 \$21.88 99%
	Samlerons & Services (Countill)	Museum	\$14.59 \$18.24 \$21.88 114%
3	Anotomatical persons Associate	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 114%
an A	Vinintensiant Survices Automate	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 114%
	Amethoration Settinger Assistante	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 112%
	Analigamia Services (Securate)	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 112% \$14.59 \$18.24 \$21.88
	Stonformuse Sistemos Arsaniado Sproferouso Saroncer Arrasciado	NEW Zoo & Parks Port & Resource Recovery	\$14.59 \$18.24 \$21.80 \$14.59 \$18.24 \$21.88 98%

ay Nye	BENCHMARK POSITIONS	Dept	Min	Mid Point	Max	Com Ratio		Impact of Financial Adjustment	Qu
_	Manuerance Survivas Associate	Port & Resource Recovery	\$14.50	\$18.24	\$21.88	96%		- LINE AND PRINCIPAL	
-	Maintenance Eorge os Associate Dandenance Societies Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88				
=	Edinterian of the policy of some file	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	849			
	L'Amatonarie e sustantis desses ante	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	92%			
	Establishment services responsible	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	92%			
	Shim the mapped and other process and a second party.	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%		1	
	foliable region franchism Association	Public Works		\$18.24			6		
_	Classification of Continues (Continues)	Public Works Public Works		\$18.24					
	Mantenana e Sona en Associato	Public Works		\$18.24					
-	Charles and Charles Associate	Public Works		\$18.24					
-	Listerania Service Asserbite	Public Works		\$18.24 \$18.24	\$21.88				
-1	Mainton anno Serogens Associato Mainton, ne e Servicos Associato	Public Works		\$18.24					
	Union super a State of the Associate	Public Works	\$14.59	\$18.24					
	Charafeaganta assertes Assertate	Public Works	\$14.59	\$18.24	\$21.88				-
- 11	abitule that is a second of the contract.	Public Works	\$14.59	\$18.24					
_ [1	raud Investigator Aide	Public Works	\$14.59	\$18.24		99%			
F	raud Investigator Aide	Human Services	\$14.59		\$21.88	105%	0		
1		Human Services	\$14.59	\$18.24	\$21.88	107%	6		
1									
-	Adjudistrative assistant (	Administration	£40 F7	240.00	000.00	45-2			
1	oftrome (catico Assistant)	Airport	\$13.57 \$13.57		\$20.35	106%			
16	Chanic Range, Associant ( Chonic Bathor, Associant (	Board Office	\$13.57 \$13.57	\$16.96	\$20.35	103%			
1	Characteristic Assessment	Child Support				91%			
10	oftonio-francia Assistant	Child Support	\$13.57		\$20.35	96%	<del></del>		
100	displayed they are returned	Child Support			\$20.35	99%			-
12	disputates occupant	Child Support		\$16.96	\$20.35	99%			-
Į.	dominant iting Assistant (	Child Support		\$16.96	\$20.35	98%			
The	distribution Assistant	Child Support	\$13.57	\$16.96	\$20.35	79%	below minimum	\$400	
-	Busineste doze Assertant (	Child Support	\$13.57			79%	below minimum	\$400	
2	from a distance do custant	Child Support Child Support	\$13.57		\$20.35	75%	below minimum	\$1,666	
4	dionin thatics (Assertant)	Circuit Courts	\$13.57		\$20.35	71%	below minimum	\$3,280	
	distribute deve Assistant (	Clerk of Courts	\$13.57	\$16.96		98%			
7	matistratico Associani (	Clerk of Courts	\$13.57		\$20.35	103%			
	from strator Assistant Principalitation Assistant	Clerk of Courts	\$13.57 \$13.57		\$20.35	103%			
	Immostrative Assistant	Clerk of Courts		\$16.96	\$20.35	103% 103%			1
i kir	Humostrative Assessant	Clerk of Courts	\$13.57		\$20.35	98%			
	Immediates Assistant	Clerk of Courts	\$13.57			98%			
6	Immunification Associated	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			
Gd	historiania desperant	Clerk of Courts	\$13.57		\$20.35	98%			
-1	Contributed Assessment -	Clerk of Courts			\$20.35	94%			-
	formatians Asserting	Clerk of Courts Clerk of Courts		\$16.96	\$20.35	92%			
	Humstrative Acceptant (	Clerk of Courts		\$16.96		79%	below minimum	\$195	(
	tornettative associated	County Clerk			\$20.35	79%	below minimum	\$427	(
91	ministrative Assistant Constitution Assistant	District Attorney	\$13.57 \$13.57		\$20.35	103%			
	Osmodration Acceptant	District Attorney			\$20.35 \$20.35	98%	h-(		
	nonetration Acoustin	Health	\$13.57		\$20.35	79% 103%	below minimum	\$427	(
	monstrator 45 ustant	Health	\$13.57			103%			- 3
	Bostodea Assistant I	Health	\$13.57	16.96	\$20.35	103%			3
	mmsterior as sisting	Health	\$13.57	16.96	\$20.35	99%			3
10	toron from Acceptance	Health	\$13.57	16.96	20.35	99%			3
H.		Health	\$13.57		\$20.35	99%			3
ttu	The state of the s	Health Health	\$13.57			99%			3
111	Control of the Contro	Health	\$13.57		\$20.35	98%			3
301	A STATE OF THE PROPERTY OF THE	Health	\$13.57 \$		20.35	95%			2
	CONTRACTOR PROCESSES	Human Resources	\$13.57 \$		20.35	88%			1
		Human Resources	\$13.57 \$ \$13.57 \$			117%	approaching maximum		5
,		luman Resources	\$13.57	Transfer of the latest states		110%			4
	ministrate a Assistance	Human Services	\$13.57	16.96		106% 102%			4
	anstrator Assertant	luman Services	\$13.57 \$	16.96		102%			3
	mediatritive dissertant	luman Services	\$13.57 \$				below minimum	\$407	3
A	mistrative Assistant (	luman Services	\$13.57 \$			101%		\$427	0
mi	mistrative Assistant I	luman Services	\$13.57 \$	16.96 \$	20.35	97%			3
	TROUGHT PROPERTY AND THE PROPERTY OF THE PROPE	luman Services luman Services		16.96 \$	20.35	98%			3
	17/10/2011/03/10/2015/03/10/11/11/11	luman Services			20.35	98%			3
	1.115-117-15-15-15-15-15-15-15-15-15-15-15-15-15-	luman Services	\$13.57 \$	16.96 \$	20.35	98%			3
	10115-3117-017-7-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-	luman Services	\$13.57 \$	16.96 \$	20.35				
m		luman Services	\$13.57 \$	16.96 \$	20.35	000/			
		luman Services	\$13.57 \$ \$13.57 \$	16.00 \$	20.35	98%			. 3
	Instrution Assistant I	uman Services	\$13.57 \$	16.00		87%			1
	Distriction Assistant	uman Services	\$13.57 \$	16.96 \$	20.35	87%			-1
	the first forces and	uman Services	\$13.57 \$	16.96	20.35	98%			3
	Distration Association	uman Services	\$13.57 \$	16.96	20.35		phoroachine may		3
		uman Services	\$13.57 \$	6.96	20.35	1070	pproaching maximum		5
		uman Services			20.35				

February 2015

	TITIE				Mary 1	I CLA	Ratio*	Comment	Adjustment	Quin
		Dept	Min	Point	Name of Street		-	PERCENTAGE AND ADDRESS OF THE PERCEN	emicana, pre-entitivis or drag	THE PARTY OF
		Human Services	\$13.57	\$16.96	\$2	0.35	98%			3
_	commistration Assistant (	Human Services	\$13.57	\$16,96	\$2	0.35				
		Human Services	\$13,57	\$16.96	\$2	0.35	100%			3
-	Administrative australia.	Human Services	\$13.57	\$16.96	\$2	0.35				
-1	oftomediation resistant	Human Services	\$13.57	\$16.96	\$2	0.35	108%			4
-	egranismator o sector	Human Services	\$13.57			20.35	112%			4
_	ethnolität dien ossutato		\$13.57	\$16.96						
_	appropriate Acceptant	Human Services	\$13.57	\$16.96	1 \$2	0.35				
	of mar. Material Average and I	Human Services	\$13.57	\$16.06	180	00.35				
	Annual California Constraint	Human Services	\$13.57			0.35	71%	below minimum	\$3,280	
	Surface and the surface of the surfa	Human Services	\$13.57	\$16.06	\$2	0.35	97%	Policia Managara		
	Organistication is social to	Human Services	\$13.57	#10.90	φ2	20.25	98%			
	Amunifishin (See Link)	Human Services	\$13.57	\$10.90	100	20.05	98%			1
	Chambardia Assentina	Human Services	\$13.57 \$13.57	\$10.90	40	20.35	94%			
	Commission and Association of the Commission of	Human Services					119%	approaching masamone		
	emindrative X-social	Human Services	\$13,57			20.35	101%	THE CONTRACT OF THE CONTRACT O		
	Virginiar Section 1	Human Services		\$16.96		20.35	101%			+
	converting of certain	Human Services	\$13,57			20.35	10176			+
	COMMUNICATION CONTRACTOR	Human Services	\$13.57			20.35	1069/			
7	appromediates (essettant)	Human Services	\$13.57			20.35	106%			1
	annowaniana (ensistant	Human Services	\$13.57			20.35	109%			+
	Valoniestatics (COSSER)	Human Services	\$13.57		_	20.35	109%			+-
	ориние и муже колдении с	Human Services		\$16.96		20.35	109%			-
	Antonistrator Associate	Human Services	\$13.57			20.35	112%			-
	Stringstriffer & Southern	Human Services	\$13.57	\$16.96	\$	20,35	112%			-
7	Opinios ficilitica - Admistrarit	Human Services	\$13.57		\$	20.35	98%			-
	Ammostrigate Association	Human Services		\$16.96		20.35				-
-	Christosterina a construit	Human Services	\$13.57	\$16.96		20.35				-
-	of control of the Con	Public Works	\$13.57			20.35				_
-	Commission Associated	Medical Examiner	\$13.57	\$16.96		20.35	104%			
-	Characteristics of Section	Museum	\$13.57	\$16.90	3 \$	20.35				
-	chemostraten n-co-tant	Planning	\$13.57	\$16.9	5   5	20.35	106%			
-	inguistrative resistant	Planning		\$16.9		20.35				14
-	district to the same set at and	Port & Resource Recovery	\$13.57	\$16.9	3 8	20.35		100		
-	Change districted I	Register of Deeds	\$13.57	\$16.9		20.35	103%			
-	Argunification Association	Register of Deeds	\$13.57	\$16.9		20.35	100%			
-1		Register of Deeds	\$13.57	\$16.9		20.35				
-1	Obstructionies Assertant	Register of Deeds	\$13.57	\$16.9		20.35				
4		Register of Deeds	\$13.57	\$16.9		20.35				1
-1	official distriction		\$13.57	\$16.9		20.35				1
4	rodinación de la calenda	Register of Deeds	\$13.57	\$16.9	-	20.35				_
_	equipmed than its arthur.	Register of Deeds		\$16.9		20.35				_
	Oppostudia a sutant	Sheriff	\$13.57 \$13.57			20.35				+
1	Schooling Miller Associations	Sheriff				20.35				+
	Springertraffice Assessment	Sheriff	\$13.57						<del>                                     </del>	+-
- 1	stronystratica Assastant	Sheriff	\$13.57			20.35				-
	emorrediates - A. Statio	Sheriff	\$13.57			20.35				+
	ottor-Later Assistant	Technology Services	\$13.57			\$20.35				+
	returned they Associated	Technology Services	\$13.57			\$20.35				_
	California (California California)	Treasurer Office	\$13.57			\$20.35				
	Christian Acceptant	UW Extension	\$13.57							
	come-dialog desectado	UW Extension	\$13.57			\$20.35				
	Internativative executions	UW Extension	\$13.57	\$16.9		\$20.35				
7	Chapter to the an artifact	UW Extension	\$13.57	\$16.9	6 3	\$20.35	94%			-
	The state of the s	UW Extension	\$13.57	\$16.9	6	\$20.35	100%			-
	Stimme halfes of a Lipid	Veterans Office	\$13.57							
	sammon disconstant	Veterans Office	\$13.57	\$16.9	6	\$20.35	1019	6		
1	Some series - Coppett speciality	Human Services	\$13.57	\$16.9	6	\$20.35	1029	6		
	harmonic in the copperation of the state of	Human Services	\$13.57	\$16.9	6	\$20.35				
1	warmen - come a contract of contract	Human Services	\$13.57	\$16.9	6	\$20.35	1049	6		
	Automotive and Compared Transmitted	Human Services	\$13.57	\$16.9	6	\$20.35	1049	6		
-	man no Service on Appending a special	Human Services	\$13.57	\$16.9	16	\$20.35	1049	6		
-		Human Services	\$13.57	\$16.9	6	\$20.35	1049	6		
-	name assess appear specialist	Human Services	\$13.57	\$16.9	6	\$20.35	5			
4	odti – no Venker	Human Services	\$13.57	\$16.9	16	\$20.35	1079	6		
-	combinator States	Human Services	\$13.57	\$16.0	6	\$20.35	5		1	-
-	E # - # 6/44		\$13.57	\$16.0	16	\$20 3r	1129	6		-
4	nath an Arabet	Human Services	\$13.57	\$46.5	6	\$20.0t	1120	V <sub>0</sub>		-
4	cells to states.	Human Services	\$13.57	\$10.S	16	\$20.00	112	V6		-
4	matter we death	Human Services	\$13.57	\$10.S	10	\$20.30	112	V		-
	COOK AND COMPANY	Human Services	\$13.57	\$16.	10	\$2U.3	112	/e		-
	THE WORLDS	Human Services	\$13.57	\$16.9	16	\$20.3	118	% approaching maximum		-
	COMPANIES OF STREET	Human Services	\$13.57	\$16.9	16	\$20.3	1189	% approaching maximum		
	material engineering and the control of the control	Human Services	\$13.57	\$16.9	16	\$20.38	5   1189	% npproaching maximum		
1	continuos santon	Human Services	\$13.57	\$16.9	6	\$20.35	118	<b>%</b> прргоасойод тахинат	//	
7	Total Cine Wanter	Human Services	\$13.57	\$16.9	36	\$20.35	5			
1	coulting arter of colour	Human Services	\$13.57	\$16.9	6	\$20.35	5 1118	% approaching maximum	- The street of	
1	Contractions Synther	Human Services	\$13.57	\$16.9	6	\$20.35	5 1118	% approaching maximum		
4	THE LASE WIDNES	Human Services	\$13.57	1 376	16	\$20.35	5 118	% прргозения тахищт		
+	Call Call Corner	Human Services	\$13.57	\$16	18	\$20.3	5 107	%		
-	TO MILE WE WORKE	The second secon	\$13.57							_
	with state control	Human Services	\$13.57	Q16	6	\$20.31	5 107	V <sub>0</sub>		_
	THE PART OF THE PA	Human Services					5 107			+

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BROWN COUNTY.
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13,2015)

/ Job ge Title BENCHMARK POSITIONS	Dept	Min	Mid Point	Max	Compa		Impact of Financial Adjustment	Qui
Cooth Care Worker							TAIS/ESKITEIN.	200
Coutte Care Vanker	Human Services	\$13.57	\$16.96					1
Youth care Worker	Human Services Human Services	\$13.57						1
Coulty Carry Syconom	Human Services	\$13.57 \$13.57		\$20.35				
Youth Cain Worker	Human Services	\$13.57		\$20.35 \$20,35				- 4
Youth Care Worker	Human Services	\$13.57		\$20.35				-
Youth Care Worker Youth Gate Worker	Human Services	\$13.57	\$16,96					
Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			
	Human Services	\$13.57	\$16.96	\$20.35	112%			
Open		\$12.62	\$15.77	\$10.02				
		ψ.12.02	Φ10.11	\$10.93				-
Cartifus 4.50 kings 5.50 days								-
Certifical Natistrog Assistant Certifical Natistrog Assistant	Human Services	\$11.73	\$14.67	\$17.60				+
Contined Norsing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			-
Certified Norsing Assistant	Human Services		\$14.67		119%			1
Certified Nativing Associant	Human Services Human Services		\$14.67		119%	approaching maximum		
Certified Norsing Assistant	Human Services		\$14.67 \$14.67		112%	The second of the second		
Confided Nursing Assistant	Human Services		\$14.67		40402	at as about model		
Critition Nursing Assistant	Human Services	\$11.73	\$14.67		112%	at or above maximum		-
Cottified Norsing Assistant Cottified Norsing Assistant	Human Services		\$14.67	\$17.60	112%			-
Combined Norsing Assistant	Human Services		\$14.67		112%			-
Continue Norsing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
Certified Norsing Assestant	Human Services		\$14.67					_
Certifical Norsing Assistant	Human Services Human Services		\$14.67			at or above maximum		
Certifical Financing Assistant	Human Services		\$14.67			at or above maximum		
eddied Oursing Assistant	Human Services		\$14.67 \$14.67		119%	approaching maximum		
Cottibod Nilicang Assastani	Human Services		\$14.67			at or above maximum at or above maximum		
Certified Morsing Assortant Certified Morsing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
Certified Musering Assessmen	Human Services		\$14.67		121%	at or above maximum		
Certified Norsing Assistance	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
critified Ministry Assistant	Human Services	\$11.73			121%	at or above maximum		
Combod Norsing Assistant	Human Services	\$11.73			121%	at or above maximum		
Cedified Florsing Assistant	Human Services Human Services	\$11.73	\$14.67	\$17.60		at or above maximum		
Control Mursing Assistant	Human Services	\$11.73				at or above maximum		
Contined Norsing Assistant	Human Services	\$11.73 \$11.73		\$17.00	121%	at or above maximum at or above maximum		
ertified Norwing A. sistant	Human Services	\$11.73		\$17.60	121%	at or above maximum		
Centillord Norsing Assistant Senting Norsing Assistant	Human Services				121%	at or above maximum		-
Johnson Niesing Assistant	Human Services	\$11.73		\$17.60		at or above maximum		
Centilies Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		
Combod Nigraing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
Combod Narsing Assistant	Human Services Human Services	\$11.73			121%	at or above maximum		
Continue Norsing Assistant	Human Services	\$11.73 \$11.73				at or above maximum		
Confied Durking Assistant	Human Services	\$11.73			121%	at or above maximum at or above maximum		
Jerden Nursing Assistant Profiled Nursing Assistant	Human Services	\$11.73			121%	at or above maximum		
orthorf Naturing Associate	Human Services	\$11.73			119%	approaching maximum		
Control Marsalia Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
Leithert Minning Associant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
entitient Neuroling Associant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
Ottobert Marraing Assessment	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
erthod Manang Assestant	Human Services Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		(
Edited Linesing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
orthled Norsing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		- 6
ortified Nursing Assistant	Human Services	\$11.73 \$11.73	\$14.67	\$17.60	119%	approaching maximum		
orthod Norang Assessant	Human Services	\$11.73	\$14.07	\$17.60		at or above maximum		. 6
oriting Nursing Assistant artified Nursing Assistant	Human Services	\$11.73	\$14.67			at or above maximum at or above maximum		. (
enthed Norsing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		- 6
entitied his sing Assistant	Human Services	\$44.70	644.07	647.00	1210/	at or above maximum		- 6

ý	Job			Mid		Compa		Impact of Financial	
10	Title	Dept	Min	Point	Max	Ratio*	Comment	Adjustment	Qui
	RENCHMARK POSITIONS					10.101	ALCHINES TO LOCALISMS		
7	Cemtest Norsing Assistant	Human Services	\$11.73		\$17.60		at or above maximum		
7	Agrithed Mursing Assistant	Human Services	\$11.73		\$17.60		at or above maximum		
1	embod tree og Assestant	Human Services	\$11.73		\$17.60	112%			
	redated tracking Assistant	Human Services		\$14.67	\$17.60		at or above maximum		1
	embed the ingresistant	Human Services	\$11.73		\$17.60	119%	approaching maximum		
T	permitted and the Assessment	Human Services	\$11.73		\$17.60	-			-
	rathic (Main and Assaultan)	Human Services		\$14.67	\$17.60	_			-
	September 16 years and the september 1997 of	Human Services	\$11,73		\$17.60	-			-
	Trible Three his respective	Human Services	\$11.73		\$17.60	4040/	et es abous convicuum		+ -
-1	4 miles Charcing Assastant	Human Services	\$11.73		\$17.60		at or above maximum		1 .
	Interest New York Assessment	Human Services	\$11.73		\$17.60		at or above maximum		1 9
	commendate any or some	Human Services	\$11.73		\$17.60		at or above maximum at or above maximum		-
	control Paris and Association	Human Services	\$11.73						
	removing any emiliar	Human Services	\$11.73				at or above maximum		1
	Total This and account in	Human Services	\$11.73		\$17.60		at or above maximum		- 0
_	- outre a presentation culture	Human Services	\$11.73 \$11.73						
_	Fireface (The Gorgeovanian)	Human Services	\$11.73				approximity masurum		
-4	Transcrittor oug ossasiane	Human Services	\$11.73						
-4	Tomes the softwarener	Human Services	\$11.73						
-	топност поструждения	Human Services	\$11.73	\$14.67	\$17.60				
4	portion through existant	Human Services Human Services	\$11.73	\$14.67	\$17.60	112%			1
-	Transport Control (e.g., e.g., and graft)  Transport Control (e.g., e.g., and graft)	Human Services	\$11.73				approaching masimum		-
-	and the second s	Human Services	\$11.73						1 7
-	posts Characy Assessant posts Opening a solution	Human Services	\$11.73					1	1
-	posta (Normagnes estate)	Human Services	\$11.73						
-	properties of the section of the section of	Human Services	\$11.73				approaching maximum		
-	computationary resistant	Human Services	\$11.73						
-1	contenting our war about	Human Services	\$11.73						
٦,	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
	Cook	Human Services			\$17.60		at or above maximum		
	Cook	Human Services			\$17.60		at or above maximum		
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
	Dook	Human Services	\$11.73	\$14.67	\$17.60	120%			
	Cook	Human Services	\$11.73	\$14.67	\$17.60	112%			
	Administrative Clerk	Veterans Office	\$11.73	\$14.67	\$17.60	105%			
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	114%			
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	92%			
7									
T									
	Salting to a resident	Airport			\$16.37		at or above maximum		
	Switting Seattle of Associatio	Airport			\$16.37		at or above maximum		
	catching are a constraint	Airport	\$10.91						
	splitting conserve Assentable	Airport	\$10.91		\$16.37				
	androg cores of Standard	Airport	\$10.91	\$13.64					
-1	and the property of the same o	NEW Zoo & Parks	\$10.91	\$13.64					
	validing serves of mentilly	Public Works	\$10.91				at or above maximum		
	orthog are a Consumity	Public Works	\$10.91	\$13.64					
	sulface or see Assessable	Public Works	\$10.91	\$13.64					
	parting over Assessment	Public Works	\$10.91						_
	of the control of the world	Public Works		\$13.64					
_	militing a research with	Public Works	\$10.91	1 2	\$16.3	14050	6 at or above maximum		-
	militing a contraction of	Public Works	\$10.91	\$13.64	\$16.3	1227	at or above maximum		-
1	making transcription in the second	Public Works	\$10.91	\$13.64	\$10.3	1 1229	at or above maximum	+	-
4	withing the control of the same table	Public Works	\$10.91	013.04	010.3	1227	4 of or above maximum		_
	CONTROL OF THE PROPERTY.	Public Works					6 at or above maximum		-
1	salding on our Assessable	Public Works					6 at or above maximum		_
_	military as a few examine	Public Works			\$16.3				-
-	magazi	Public Works			\$16.3				_
1	material and the state of the s	Public Works			\$16.3				_
	ralding terroric assessed.	Public Works	\$10.91	013.04	\$16.3	7 102	6		
	midling terrores terroriale	Public Works			\$16.3				
4	androg area en esse sollo	Public Works			\$16.3				_
	stanting acres a distribution	Public Works			\$16.3				
	овнортиского візмомис	Public Works			\$16.3				
-	manag neuro assassate	Public Works			\$16.3				
	Hadrig Cottante (Fortherado)	Public Works	\$10.91	\$13.64	\$16.3	7 83%			
_	HOURT FOR SECTION 1	Public Works			\$16.3				
		INICIAL TA - D D - La	1810 91	\$13.64	\$16.3				
_	ssistant Zookeeper	NEW Zoo & Parks		0400	#4A 0				
A	ssistant Zookeeper ssistant Zookeeper ssistant Zookeeper	NEW Zoo & Parks NEW Zoo & Parks NEW Zoo & Parks	\$10.91	\$13.64	\$16.3 \$16.3				-

1'unger 1's fac

Job 9 Title BENCHMARK POSITIONS	Dept	Min	Mid Point	Max	Comp Ratio		Impact of Financial Adjustment	
				-	-			
OPEN		\$10.15	\$12.69	\$15.22	+			-
Floor Surgeo Associate	Human Services		****					
From Service Associate	Human Services		\$11.80					
Fried Service Associate	Human Services	\$9.44		\$14.16			-	4
Food Service Associate	Human Services			\$14.16		at or above maximum		-
Food Service Associate Food Service Associate	Human Services	\$9.44		\$14.16		at or above maximum		+
Fixed Service Associate	Human Services	\$9.44		\$14.16	151%	at or above maximum		
Front Service Assertate	Human Services Human Services	\$9.44		\$14.16				
Front Sotvain Assertatio	Human Services	\$9.44 \$9.44	\$11.80	\$14.16	140%	at or above maximum		1
Front Service Associate	Human Services	\$9.44	\$11.80					4
End Saving Associate	Human Services	\$9.44	\$11.80					4
First service Asserting	Human Services	\$9.44		\$14.16				
Free Service Assertate	Human Services Human Services	\$9.44		\$14.16				
and appear a description	Human Services	\$9.44		\$14.16	95%			1
Bailiff	Human Services			\$14.16		at or above maximum		-
Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	+
Bailiff	Circuit Courts		\$11.80	\$14.16	79%	below minimum	\$20	1
Bailiff	Circuit Courts Circuit Courts	\$9.44		\$14.16	79%	below minimum	\$20	1
Bailiff	Circuit Courts	\$9,44 \$9,44	\$11.80 \$11.80	\$14.16	79%	below minimum below minimum	\$20	_
Bailiff Bailiff	Circuit Courts	\$9.44	\$11.80		79%	below minimum	\$20 \$20	4
Bailiff	Circuit Courts	\$9.44		\$14.16	79%	below minimum	\$20	+
Bailiff	Circuit Courts	\$9.44	\$11.80		79%	below minimum	\$20	1
Bailiff	Circuit Courts Circuit Courts	\$9.44	\$11.80			below minimum	\$20	1
Bailiff	Circuit Courts		\$11.80		79%	below minimum	\$20	1
Bailiff	Circuit Courts	\$9.44 \$9.44	\$11.80 \$11.80		79%	below minimum below minimum	\$20	4
Bailiff Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20 \$20	4
Bailiff	Circuit Courts		\$11.80		79%	below minimum	\$20	+
Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	+
Bailiff	Circuit Courts Circuit Courts		\$11.80			below minimum	\$20	1
	Circuit Cotints	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	7
lusbandry Assistant					-			4
ushandry Assistant	NEW Zoo & Parks	\$8.78	\$10.97	\$13.17	75%	below minimum	\$1,102	+
usbandry Assistant	NEW Zoo & Parks	\$8.78	\$10.97	\$13.17	75%	below minimum	\$938	†
usbandry Assistant	NEW Zoo & Parks NEW Zoo & Parks		\$10.97			below minimum	\$938	1
	THE W LOOK Pains	\$6.78	\$10.97	\$13.17	75%	below minimum	\$938	1
uest Services Associate								+
uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	+
uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	100%		40.1	+
uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	100%			Ť
uest Services Associate	NEW Zoo & Parks NEW Zoo & Parks		\$10.20		97%			I
uest Services Associate	NEW Zoo & Parks		\$10.20 \$10.20		97% 97%			1
uest Services Associate uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	97%			+
uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	89%			+
uest Services Associate	NEW Zoo & Parks		\$10.20					†
uest Services Associate	NEW Zoo & Parks NEW Zoo & Parks		\$10.20			below minimum	\$84	I
uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20 \$10.20	\$12.25		below minimum below minimum	\$84	1
uest Services Associate uest Services Associate	NEW Zoo & Parks		\$10.20			below minimum below minimum	\$84	+
est Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$84 \$84	+
est Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	t
est Services Associate	NEW Zoo & Parks NEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$84	T
est Services Associate	NEW Zoo & Parks	\$8.16	\$10.20 \$10.20	\$12.25		below minimum	\$84	Γ
est Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum below minimum	\$292	F
est Services Associate	NEW Zoo & Parks		\$10.20		1.170	ogiow minimum	\$292	1
est Services Associate est Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	+
est Services Associate est Services Associate	NEW Zoo & Parks	\$8.16	10.20	\$12.25	71%	below minimum	\$292	H
est Services Associate	NEW Zoo & Parks	\$8.16	10.20	\$12.25		below minimum	\$292	T
est Services Associate	NEW Zoo & Parks NEW Zoo & Parks	\$8.16	10.20			below minimum below minimum	\$292	Г
				\$12.25	7 T W.		\$292	

CR AVERAGE 102% Estimated Impact of Bringing Employees
To Minimum of Range Assuming All
Employees Work 2080
hours\* \$20,463

### **BROWN COUNTY**

IMPACT OF MERIT INCREASE DECISIONS WORKSHEET (2.13.2015)

### Example

TARGET DATE FOR CONSIDERATION AND IMPLEMENTATION 2016

### Cell Contribution Payout = P x C x G

P = Proportion in performance rating category\*

C = Proportion in position-in-range category as a result of the comparative ratio analysis\*\*

🚽 Guideline berden) increase in self

### Performance Matrix Calculation Model

		Marie Const	Position	-in-Range (	Quintiles)***	and toward in
		Ist	2nd	3rd	4th	5th
The state of the s		(80-88%)	(89-96%)	(97-104%)	(105-113%)	(114-120%+
Performance Rating	200	0.15	0,21	0.29	0.19	0.16
Substantially Above Expectations	0.05	1,50	4,00	9.50	3.00	2.00
AL 5		0.033	0.043	0,051	0.028	0.016
Above Expectations	0.15	4 (IO	3.50	3.00	2.50	2.00
N54- F		0.088	0.112	0.130	0.070	0.049
Meets Expectations	0.70	3.50	3.00	2.50	2,00	1.50
B-1 - 5 - 1 - 1		0.357	0.450	0.506	0.263	0.172
Below Expectations	0.05	0.00	0.00	0.00	0.00	0.00
Cultura Mall B 1		0.000	0.000	0.000	0.000	0.000
Substantially Below Expectations	0.05	0.00	0.00	0.00	0.00	0.00
		0.000	0.000	0.000	0.000	0.000

1.00 Blue = P Red = C englen : -

Black = cell payout (P x C x G)

Total percentage impact to payroll:

Cell totals: 0.478 0.605 0.687 0.361 0.237 2.367

The performance rating distributions are reflective of a typical distribution that will need to be adjusted to reflect the County's actual distributions each year

The position-in-range distributions reflect the current distributions as of the date of this report. These distributions were determined by using the compa-ratio analysis worksheet. This analysis will need to be adjusted each year to reflect position-in-range placement as pay changes occur

PLEASE NOTE: The figures outlined in the table above are not a recommendation, but rather an illustration as to how the worksheet can be used.

February 2015 Prepared by Wipfli LLP 21

The signify will need to adjust the numbers each year to align with compensation goals and budgetary considerations



# BROWN COUNTY BOARD OF SUPERVISORS COURT HOUSE GREEN BAY, WISCONSIN

Meeting Date: Capil 15, 25,15 STANDING
Agenda No.: Commencation Commentes

Motion from the Floor

I make the following motion: I am regulating that

Human Resource Dept provide each standing
commettee statistical important with the

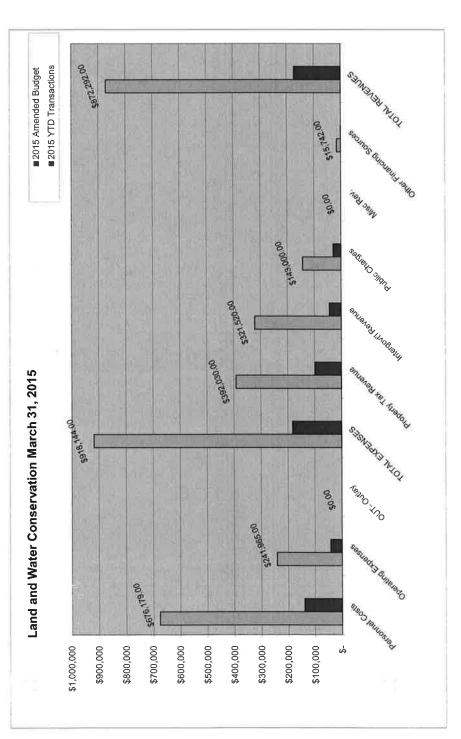
Count employee turnover rate is by deportment
and the corresponding reasons for turnover

Signed:

District No.:

Brown County Land & Water Conservation Budget Status Report (unaudited) March 31, 2015

Transactions		\$55,589.94						_	_
2014 Amended Budget		\$241,955.00		\$408,858.00				\$4,840.00	\$918,144.00
	Personnel Costs	Operating Expenses OUT- Outlav	TOTAL EXPENSES	Property Tax Revenue	Intergovt'l Revenue	Public Charges	Misc Rev.	Other Financing Sources	TOTAL REVENUES
2015 YTD Transactions	\$139,884.64	\$42,737.37	\$182,622.01	\$98,007.51	\$44,465.81	\$29,488.93	\$250.00	\$549.50	\$172,761.75
2015 Amended 2015 YTD Budget Transactions	\$676,179.00	Operating Expenses \$241,965.00 \$42,737.37 OUT- Outlay \$0.00 \$0.00	\$918,144.00	\$392,030.00	\$321,520.00	\$143,000.00	\$0.00	\$15,742.00	\$872,292.00



Departmental Openings Summary

27-Apr-15

To: Land Conservation Committee

From: Land & Water Conservation Departme

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Unfilled Reason
Agronomist	Current	N/A	Fill	approved for hire/grant funded

Ex: Transfer, Wage, Working Conditions